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2016

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ACRONYM

GDP	Gross Domestic Product
NEC	Not Elsewhere Classified
NSSA	National Social Security Authority
WCRC	Workers Compensation Rehabilitation Centre
WCIF	Workers Compensation Insurance Fund
NPS	National Pensions Scheme
POBS	Pensions and Other Benefits Scheme
AP&WC	Accident Prevention and Workers Compensation
TFR	Total Fertility Rate
ZIMSTAT	Zimbabwe National Statistics Agency
SDR	System Dependences Ratio
SOADR	System Old Age Dependence Ratio
USD/US\$	United States Dollar
SADC	Southern African Development Community
PPs	Periodical Payments
PD	Percentage Disability
OSH	Occupational Safety and Health
IG	Invalidity Grant
RG	Retirement Grant
SG	Survivors' Grant
FG	Funeral Grant

Foreword

This report is an analysis of statistics on occupational injuries and diseases, contributors, pensions and other activities of the Authority for the calendar year 2016. The information was drawn from the Accident Prevention and Workers Compensation Scheme, Pension and Other Benefits Scheme, Occupational Safety and Health and Investments divisions. However, the reader should bear in mind that due to the late reporting of injuries, figures in this report could be an understatement of the actual number of injured workers.

The report is divided into six chapters and two appendices. Chapter one presents economic and demographic background information for Zimbabwe, as it relates to social security. Chapter two gives contributors' statistics. Its main areas of focus include the number of registered contributors and scheme specific contributors. Chapter three gives Accident Prevention and Workers Compensation statistics, Chapter four covers activities under the Pension and Other Benefits Scheme, and Chapter five covers admissions and discharges at the Workers Compensation Rehabilitation Centre in Bulawayo. Chapter six covers Occupational Safety and Health aspects. Appendices A to B are on tables, technical notes and coding procedures respectively.

According to this report 4 922 occupational injury claims were reported under the Accident Prevention and Workers Compensation Scheme in 2016, giving an incidence rate of 6 per 1 000 insured labour force. The top five industrial sectors with the highest percentage share of the injured workers in 2016 were: "Commerce & Distribution" (13.8%), "Mining and Quarrying" (13%), "Agriculture" (12.8%), "Personal Services" (11.2%) and "Food, Drink and Tobacco Processing" (9.7%). Fatal injuries decreased to 71 in 2013 from 91 in 2012 before increasing to 106 in 2014. They then remained static at 58 for the years 2015 and 2016 respectively. The year 2016 also saw a total of 372 admissions at the Workers Compensation and Rehabilitation Centre. Having started the year with 28,700 employers, continual company closures and increased informalisation resulted in the employer base ebbing 3.5% to just over 27,700 in 2016. In 2016, a total of 2,781,992 insured labour force was registered of which 77% were males and 23% females. In 2016 a total of 17 106 short term benefits were paid amounting to US\$9 242 526.03 with the invalidity grant comprising a huge proportion of the expenditure with 39%. In addition, a total of 187 666 thousand long term beneficiaries were recorded and \$108 235 741.75 was paid in 2016 with the survivors pension accounting for 41% of the claims processed.

This report provides empirical evidence on occupational injuries, safety and health and pensions and other benefits. It is my expectation that this report will be useful for evidence based training, informed decisions on safety interventions, progress monitoring and actuarial valuations among other uses. I would like to take this opportunity to express my gratitude to all those who provided a hand in the successful compilation of this report.

Arthur J. Manase
Acting General Manager/CEO

Chapter 1: Economic Background

1.0 Introduction

Economic and demographic changes affect practically all components of social and economic life. For this reason they have a strong bearing on statistics pertaining to social security schemes. This introductory chapter to the National Social Security Authority's (NSSA) Annual Statistical Report for 2016 thus presents Zimbabwe's economic and demographic situation as a context for the ensuing statistical analysis and presentation. The demographic and economic information is particularly critical in explaining activities or observed trends under NSSA's schemes and therefore can be used in models, which predict future activities and trends. Subsequent chapter's present statistics on the activities of the Pension and Other Benefits Scheme, the Accident Prevention and Worker's Compensation Scheme as well as the Occupational Safety and Health Department and the Investments Department.

1.1 Population Size

According to the Zimbabwe National Statistics Agency's (ZIMSTAT) 2012 Census National Report, the population of Zimbabwe was 13,061,239. The population is relatively young with 41% of the population being below age 15 years and about 4% aged 65 years and above.

1.2 Age-Sex Structure of the Population

Future trends of social security schemes and social protection systems are closely linked to the development of the general population, which directly affects the number of contributors and beneficiaries of any social security scheme. For example, the phenomenon of ageing, that results from decreasing fertility and increasing longevity, weighs heavily on the financial equilibrium of the scheme as the demographic and the systems dependency¹ ratios increase. Contribution rates increase when the increase in the system's dependency ratio is coupled by an increase of the system's replacement rate².

Based on the last population national census of 2012, Figure 1.1 depicts the population pyramid of Zimbabwe. Due to high fertility and low life expectancy Zimbabwe has more

¹ Ratio of pensioners to active contributors

² Ratio of average pensions to average wage

young people than adults. Zimbabwe's population consists of 6,280,539 males and 6,780,700 females, representing a sex ratio of 93 males per 100 females.

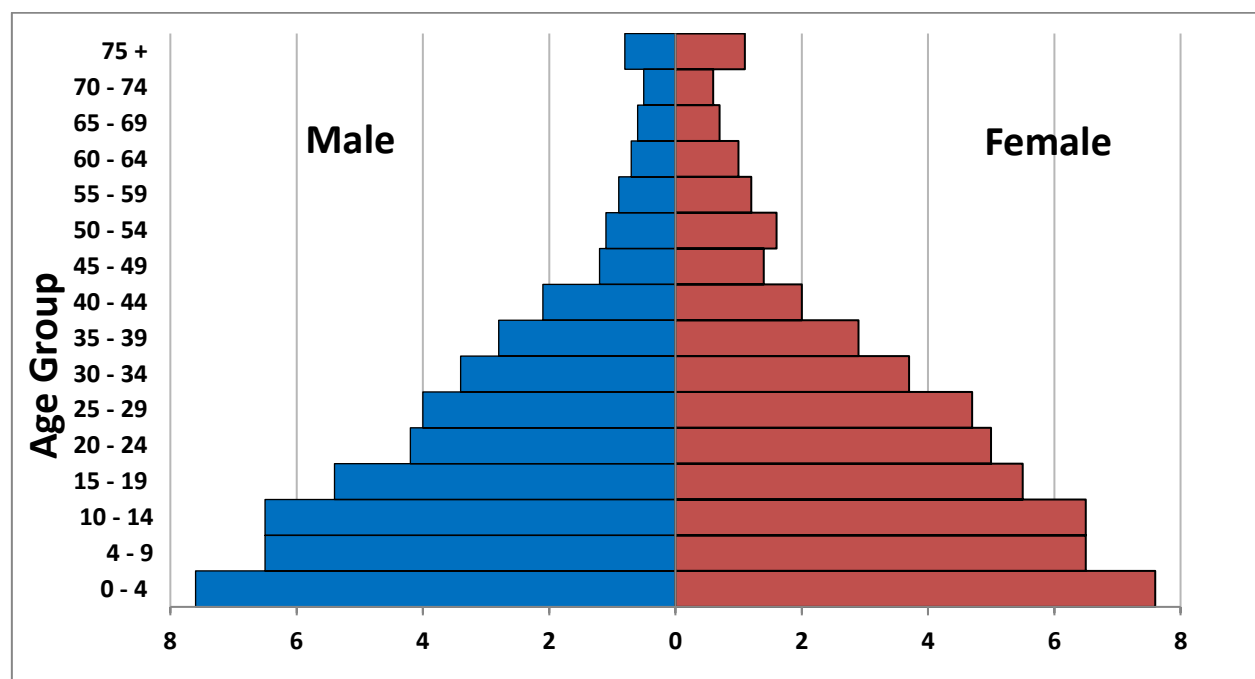


Figure 1.1: Age-Sex Structure of Zimbabwe Population

Source: 2012 National Census Report

1.3 Fertility

Fertility is a component of population change. Future levels of labour supply depend, to a very large extent, on current fertility levels. Labour supply affects the potential number of people covered by social security schemes. On the other hand, expenditure levels of social security schemes that provide universal child allowances, survivor's benefits that cover children and health benefits that extend to dependants are influenced by the level of fertility.

1.3.1 Total Fertility Rate (TFR)³

Figure 1.2 shows the fertility trend as measured by TFR over a 20 year period. TFR declined from about 6 children per woman in 1992 to about 4 children per woman in 2012. Fertility levels have generally been on the decline since 1988. The rising level of education,

³ Total Fertility Rate can be defined as the average number of children a woman would have by the end of her child bearing years (15-49 years) if she were to bear children throughout her reproductive lifetime according to the currently observed age specific fertility rates.

accompanied by poor performance of the economy is thought to have greatly influenced the fertility decline.

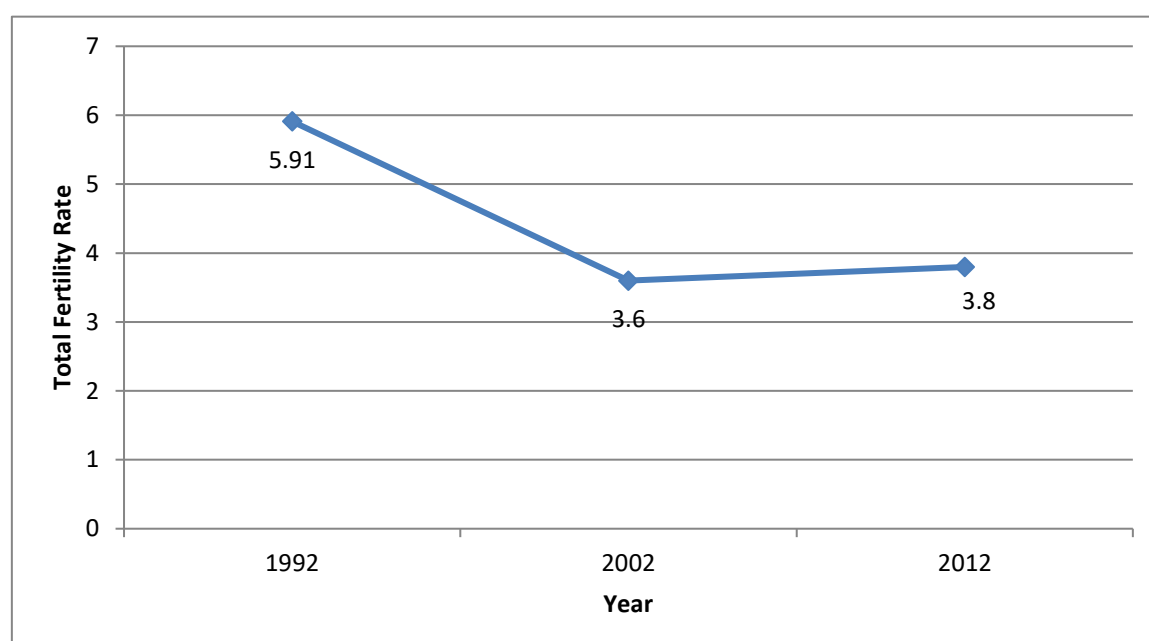


Figure 1.2: Total Fertility Rate (TFR), 1992-2012

Source: Zimbabwe National Population Census Reports, 1992-2012

1.4 Gross Domestic Product (GDP)

GDP approached from a primary distribution view, that is, the allocation of GDP to labour income, capital income and consumption of fixed capital before the impact of the government's redistributive measures, is important for the evaluation of social protection revenue policies. Predominantly social protection systems are financed from labour income hence the growth and size of labour income share of GDP are important indicators of the scope and limitations of the generosity of such systems.

The introduction of the Multiple Currency Regime by government in February 2009, coupled with economic reforms saw the economy stabilising. Against the background of relatively favourable commodity prices coupled with a stable macroeconomic environment, GDP increased from USD 14 billion for the year 2015 to USD 14.429 billion in 2016.

1.5 Inflation

The purchasing power of social security benefits depends on the level of consumer prices. If prices increase while the benefits levels do not, the purchasing power of benefits is eroded.

When prices increase the social protection system has to adjust the benefits, usually through regular indexation of benefits, to protect pensioners' purchasing power. Conversely, high producer inflation weakens the production base and hence the contribution base through falling employment levels.

Table 1.1 below shows the year on year inflation figures from 2009 to 2016. Year on year inflation rate increased from -7.9% in 2009 to 3.7% in 2012, before decreasing to -1.57% in 2016. It is clear from these figures that Zimbabwe's year on year inflation remains low and is in alignment with the SADC macroeconomic convergence target of 5%.

Table 1.1: Year on Year Inflation, 2009-2016-ZIMSTAT

Year	Inflation rate (%)
2009	-7.9
2010	3.1
2011	3.5
2012	3.7
2013	1.6
2014	-0.2
2015	-2.41
2016	-1.57

1.6 Employment and unemployment

Social security contributions are financed from labour income. Therefore, unemployment has an impact on contribution income, benefit levels and coverage. Besides, it is important to note that only formal sector enterprise workers are covered by social security at the moment. Therefore a decrease in formal sector employment levels fueled by increases in informal sector employment may have undesirable effects on social security contributions and coverage.

Figure 1.4 below shows the 2014 Labour Force Framework. In 2014, the unemployment rate was 11%. Only 5.5 % of the economically active labour force was in the formal sector and the rest 94.5% was in the informal sector which is not covered by NSSA social security schemes.

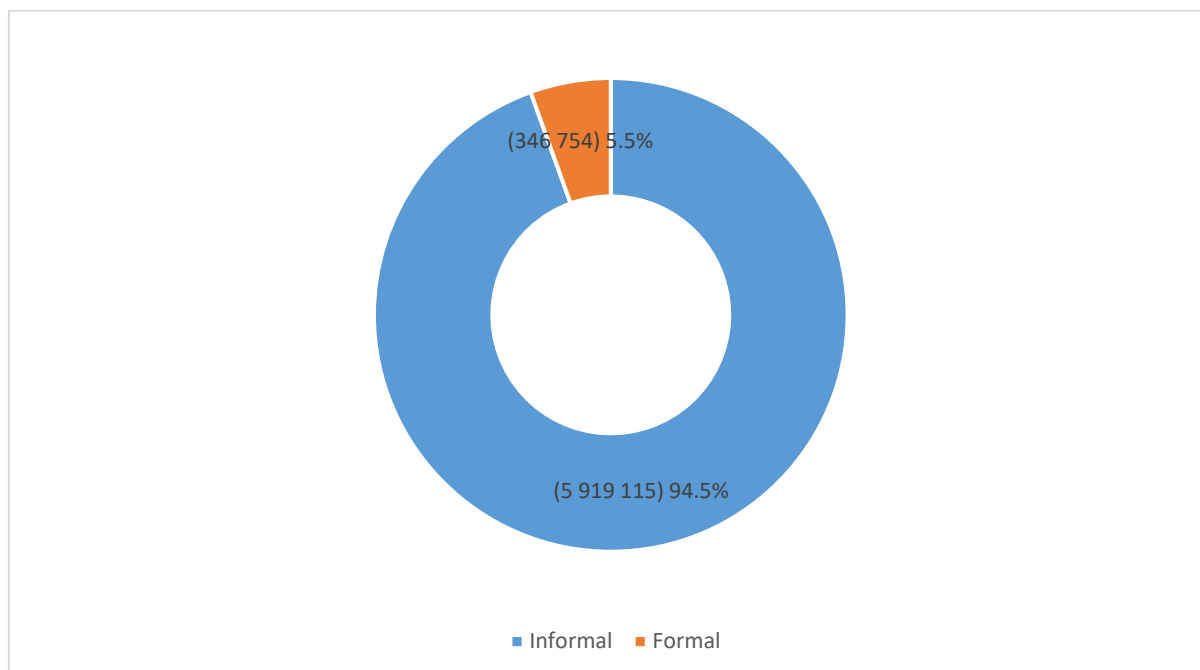


Figure 1.3: Employment Levels

Source: ZIMSTAT 2014 Labour Force Survey

1.7 Conclusion

Zimbabwe has a young population which favors the growth of social security in that the dependency ratios are still low. However, high death rates and emigration, especially among the economically active labour force, might negatively affect the social security schemes' future revenue base. The effects of a declining revenue base might only be felt in the long run when it translates to higher dependency ratios. The positive growth of the GDP strengthens the viability of the schemes. However, the labour force is highly concentrated in the informal sector which is not covered by the social security schemes.

Chapter 2: Contributions and Compliance

2.0. Introduction

This section gives an analysis of NSSA's contributions and compliance statistics as at 31st December 2016.

2.1. Registered employers

2.1.1. Regional Distribution of Employers

Having started the year with 28,700 employers, continual company closures and increased informalisation resulted in the employer base ebbing 3.5% to just over 27,700. Such a slump has a negative effect on contributions and premiums collection. *Table 2.1* below shows the average number of employers per region for 2016.

Table 2.1 Number of Employers By Region, 2016

Region	January	December
Harare	15 038	14 781
Bulawayo	4 712	4 301
Gweru	2 055	1 834
Mutare	2 136	2 016
Masvingo	2 768	2 955
Chinhoyi	1 947	1 822
Total	28 656	27 709

As shown above, Harare remained the anchor region holding 52% of the employer database with the rest of the five regions sharing the remaining 48%. On a region by region analysis, Bulawayo and Mutare registered a 1% increase in terms of Active employer base while Masvingo decreased by 1%. No changes were experienced in Gweru and Chinhoyi.

2.2 Employers Joining and Ceasing Operation

Table 2.2 below shows the employer registrations and cessations in 2016.

Table 2.2: Employers Registrations and Cessations, 2016

Region	New Registered Employers	Ceased Employers
Harare	1 446	1 679
Bulawayo	342	871
Gweru	202	414
Mutare	254	393
Masvingo	492	285
Chinhoyi	151	275
Total	2 887	3 917

The ceased employers in 2016 which stood at 3,917 outnumbered the new registrations which amounted to 2,887. This shrinkage in contributors' base is attributed to the persistent harsh economic conditions as well as the intensified data clean up exercise.

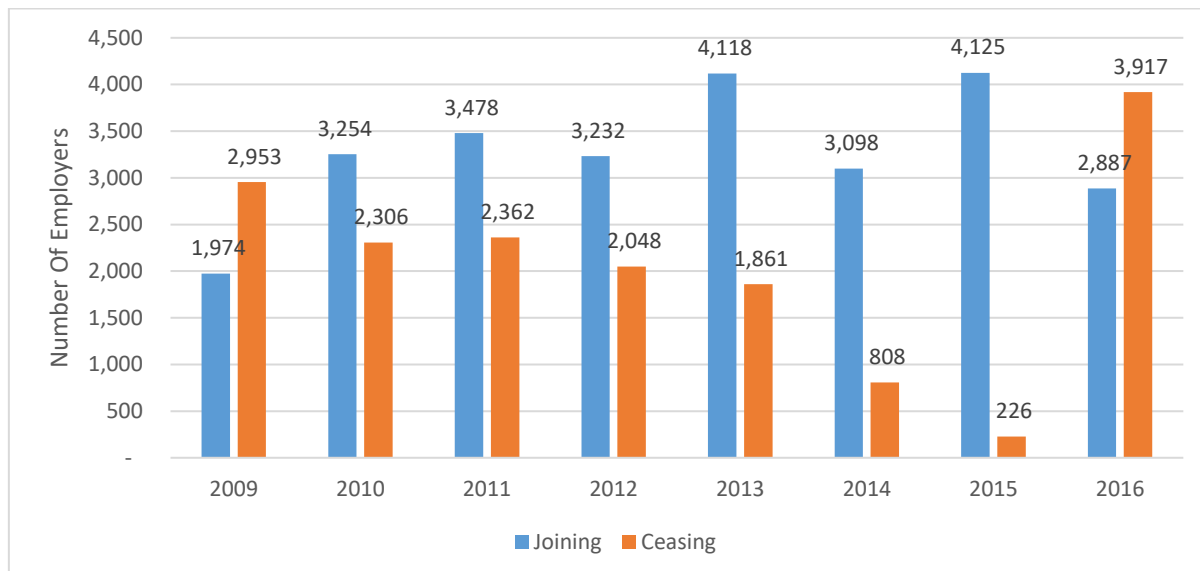


Figure 2.1: Employers Joining and Ceasing Operation, 2009 – 2016

Figure 2.1 above shows the number of employers that have joined and ceased operations with NSSA. The trend clearly shows the phases in which Zimbabwe's economy went through. There were more companies ceasing operation in 2009 due to the economic hardships in the form of hyperinflation that Zimbabwe went through. As from 2010 to 2015 the number of companies ceasing operations was declining and there was an increase in the number of companies joining NSSA. This can be attributed to the atmosphere of hope and anticipation the economy was going through as it entered the multi-currency era. In 2016 the gains of the previous years are showing a reversal as the number of companies joining NSSA were lower than the number of cessations. This could be attributed to the foreign currency and cash

shortages the country was experiencing making it very difficult to operate as most companies import raw materials and other products for their operations from outside the country.

2.3 Compliance

The legal compliance rate started on a lower note in January 2016 at 42% mainly due reduced field activity as the inspectorate was involved in the debtors preparation exercise. Although Mutare and Masvingo did very well, the national average was pulled down by the indifferent performance by Harare region. If the economy continues in the recession mode, there is need to intensify field activity, adequately resource the team and timeously clean out companies that would be closing. Table 2.3 and Figure 2.2 below show the compliance rates for 2016 in detail

Table 2.3: Compliance Rate, 2016

Region	Month												
	Jan	Feb	Mar	Apr	May	June	July	Aug	Sep	Oct	Nov	Dec	Ave
Harare	34%	41%	43%	39%	39%	41%	39%	40%	44%	40%	39%	36%	39%
Bulawayo	47%	52%	52%	50%	52%	52%	51%	52%	55%	53%	53%	53%	52%
Gweru	44%	52%	52%	48%	50%	49%	49%	55%	56%	48%	52%	54%	51%
Mutare	55%	60%	63%	64%	66%	67%	65%	64%	66%	61%	63%	63%	63%
Masvingo	63%	60%	61%	61%	60%	62%	70%	76%	60%	60%	62%	63%	63%
Chinhoyi	53%	55%	54%	54%	52%	52%	56%	59%	60%	61%	58%	58%	56%
Target	50%	52%	53%	54%	55%	56%	57%	58%	59%	60%	60%	60%	60%
Achieved	42%	48%	49%	47%	47%	48%	48%	50%	51%	48%	48%	46%	48%

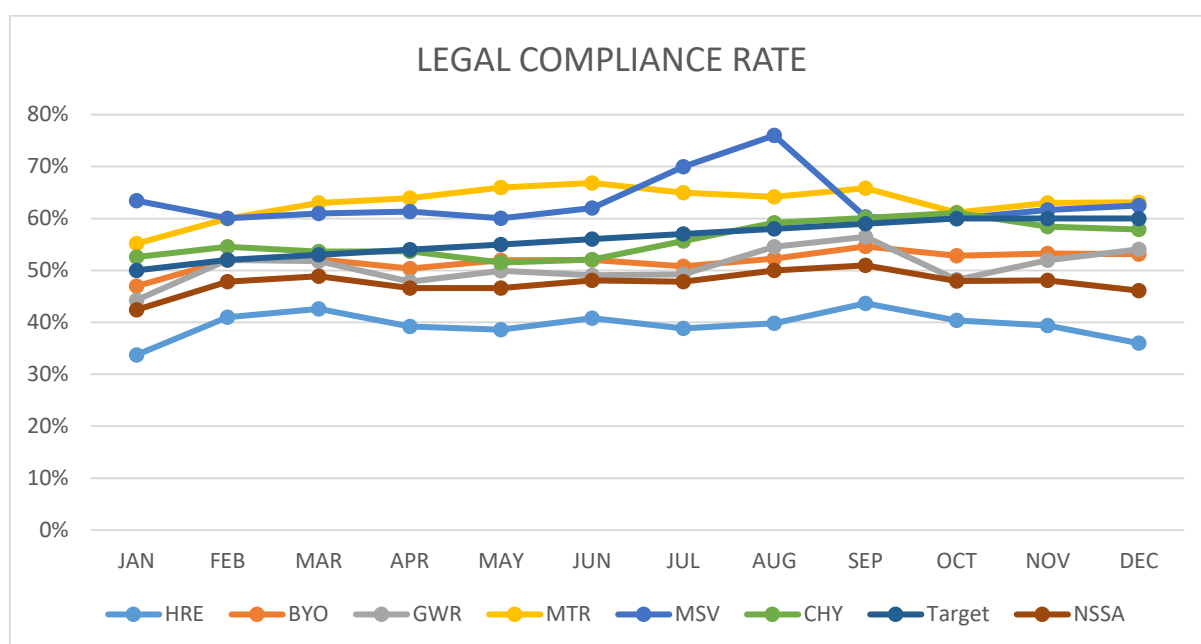


Figure 2.2: Compliance Rate 2016

In addition, the Authority, as guided by the Pareto rule, noted that 20% of employers accounted for 80% of its revenue and these are termed ‘top payers’. Over 75% of the top payers paid their dues in full and on time during 2016. Mutare and Gweru led the pack with their top payers contributing the most to the 2016 revenue with 85% and 84% respectively as shown in table 2.4 below.

Table 2.4: Top Payers Contribution to Revenue 2016

Region	Month												
	Jan	Feb	Mar	Apr	May	June	July	Aug	Sep	Oct	Nov	Dec	Ave
Harare	85%	71%	75%	79%	71%	80%	68%	85%	81%	78%	81%	84%	78%
Bulawayo	97%	73%	79%	81%	74%	91%	75%	79%	73%	71%	85%	70%	79%
Gweru	79%	88%	93%	86%	84%	81%	86%	82%	87%	76%	81%	81%	84%
Mutare	75%	81%	90%	86%	96%	82%	84%	84%	88%	88%	76%	85%	85%
Masvingo	78%	69%	87%	82%	70%	70%	75%	81%	78%	77%	82%	77%	77%
Chinhoyi	87%	68%	65%	65%	60%	71%	62%	71%	77%	68%	71%	73%	70%
Average	84%	75%	82%	80%	76%	79%	75%	80%	81%	76%	79%	78%	79%

2.4 Key Findings

- A total of 27 709 employers were registered with NSSA as at 31st December 2016.
- The ceased employers in 2016 which stood at 3,917 outnumbered the new registrations which amounted to 2,887.
- The compliance rate in 2018 stood at 48%.

- 20% of employers accounted for 80% of its revenue of the revenue collected by the Collections and Contributions division.

Chapter 3: Accident Prevention and Workers Compensation

3.0 Introduction

In this chapter the report analyses occupational injuries that occurred in 2016 to workers insured under the Accident Prevention and Workers Compensation Scheme. The analysis covers workers' demographics, industrial sector, geographical location, occupational group, agency of accident, nature of injury, place of occurrence, month of accident and type of accident. Specific detailed analysis was done on fatal injuries. Overall findings on occupational injuries are highlighted at the end of the analysis.

3.1 Worker Demographics

This section looks at insured labour and occupational injuries with focus on demographic variables such as age, sex and marital status.

3.1.1 Incidence Rates by Age Group and Sex

Table 3.1 presents incidence rates by age group and sex. The insured labour was about 742,732 of which 78% were males. The highest occupational injury incidence rate of 25 per 1 000 was in the age group 15-19 years followed by 19 in the age group less than 15 years. Overall, 4,922 persons were injured in 2016, comprising 87% males and 13% females. The

table also shows that for all age groups incidence rates were higher for males than for females. Overall, males had an incidence rate of 7.3 while females had an incidence rate of 4.0. The reason for this could be the fact that males tend to engage in more arduous occupations and are therefore more prone to injuries than females.

Table 3.1: Incidence Rates by Age Group and Sex

Age Group	MALE			FEMALE			Total		
	Insured Labour	Injuries	IR	Insured Labour	Injuries	IR	Insured Labour	Injuries	IR
<15	216	5	23.1	48	-	-	264	5	18.9
15 - 19	1,234	36	29.2	422	6	14.2	1,656	42	25.4
20 - 24	20,493	371	18.1	6,552	46	7.0	27,045	417	15.4
25 - 29	54,069	630	11.7	17,673	75	4.2	71,742	705	9.8
30 - 34	87,156	754	8.7	28,455	94	3.3	115,611	848	7.3
35 - 39	91,599	678	7.4	27,842	135	4.8	119,441	813	6.8
40 - 44	103,511	684	6.6	25,955	103	4.0	129,466	787	6.1
45 - 49	91,172	508	5.6	21,418	80	3.7	112,590	588	5.2
50 - 54	40,032	268	6.7	12,555	54	4.3	52,587	322	6.1
55 - 59	33,747	194	5.7	9,120	29	3.2	42,867	223	5.2
60 - 64	18,274	103	5.6	4,467	23	5.1	22,741	126	5.5
65 - 69	8,593	29	3.4	1,838	3	1.6	10,431	32	3.1
70 - 74	5,108	12	2.3	854	-	-	5,962	12	2.0
75+	26,326	2	0.1	4,003	-	-	30,329	2	0.1
Total	581,530	4,274	7.3	161,202	648	4.0	742,732	4,922	6.6

Figure 3.1 shows that incidence rates decreased with age. This may probably be due to youths (those aged below 24 years) joining employment with little or no experience thereby being exposed to high risk of occupational accidents.

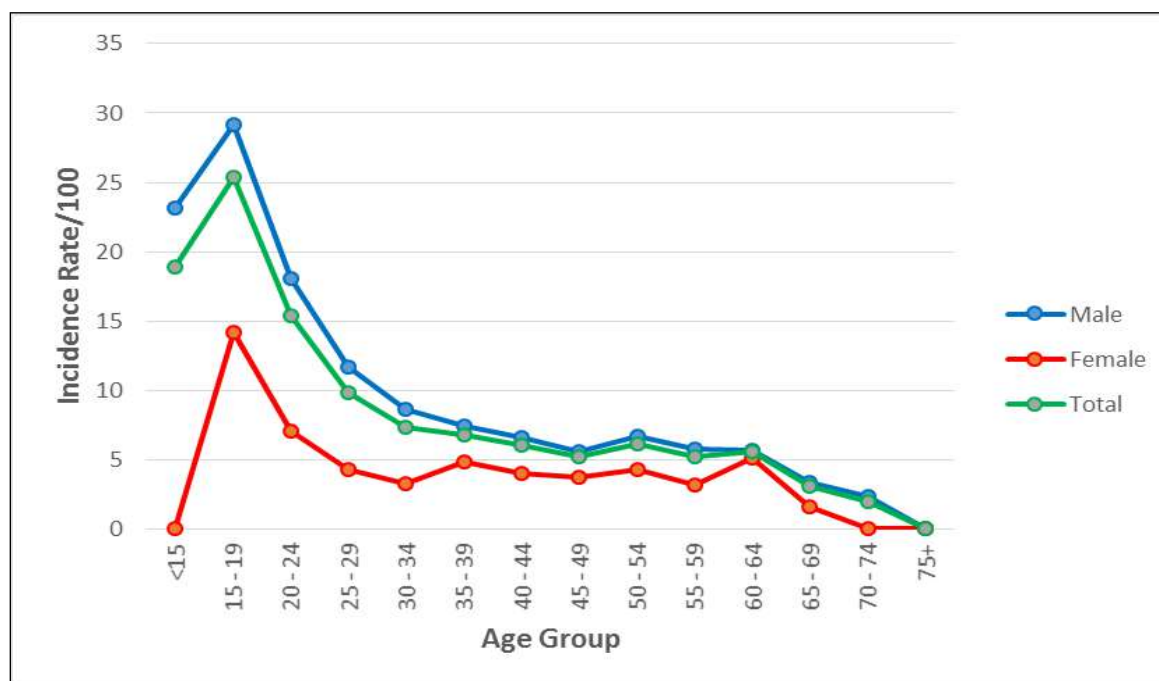


Figure 3.1: Incidence Rates by Age Group and Sex

3.1.2 Incidence Rates by Age Group and Region

Table A1 in Appendix A shows incidence rates by age group and region. Overall incidence rates by region ranged from about 4.5 in Masvingo to 13.9 in Bulawayo (See Figure 3.2 below).

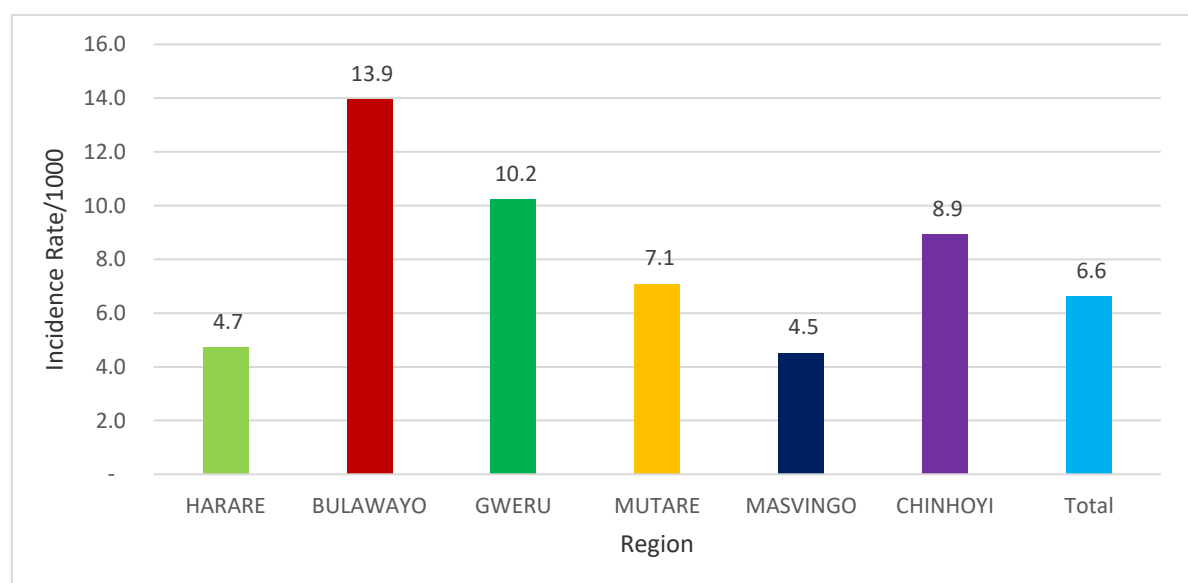


Figure 3.2: Incidence Rates by Region

3.1.3 Incidence Rates by Marital Status

Figure 3.3 below depicts incidence rates by marital status. The widowed had the highest incidence rate of 15.1, followed by the married with 10.5 and divorced with 5.4. The single had the lowest incidence rate of 2.8. Incidence rates by marital status and sex are also shown in Table A2 in Appendix A.



Figure 3.3: Incidence Rate by Marital Status

3.1.4 Incidence Rates by Number of Dependants

According to Table 3.2, 35.1% of the injured labour had 1 or 2 dependants, 25.8% had no dependants and 31% had 3 or 4 dependants. Table A3 in Appendix A shows percentage distribution of the injured labour by number of dependants and marital status.

Table 3.2: Percentage Distribution of Injured Persons by Number of Dependants

Number of Dependants	Marital Status				Total	Percentage of Total
	Single	Married	Widowed	Divorced		
0	813	380	59	16	1,268	25.8
1 - 2	162	1,508	35	25	1,730	35.1
3 - 4	45	1,457	19	6	1,527	31.0
5 - 6	5	353	1	1	360	7.3
7 - 8	2	25	-	-	27	0.5
9+	-	7	-	3	10	0.2
Total	1,027	3,730	114	51	4,922	100.0

3.2 Earnings

As shown in *Figure 3.4*, the distribution of the incidence rates by age is skewed towards older ages, that is, incidence rates are high around less than 25 years and they decline with age. The average earnings per month per person was \$367 (See *Table A4* in *Appendix A*).

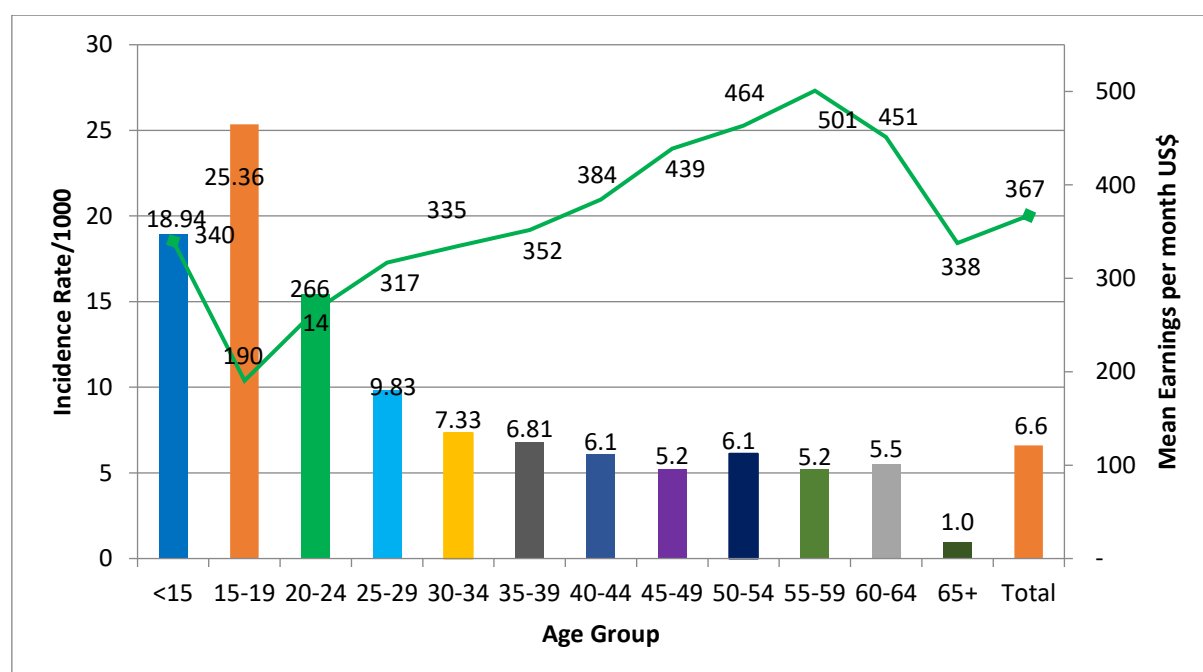


Figure 3.4: Mean Earnings at the Time of Injury and Number Injured by Age Group

Figure 3.5 shows that the top four industrial sectors with the highest average earnings were “Electricity Production” (\$718), “Communication” (\$641), “Finance, Insurance & Real Estate Business Services” (\$622) and “Local Authorities” (490), while the bottom four were “Textile & Leather” (\$285), “Wood & Wood Products” (\$224) “Forestry” (\$170) , and “Agriculture” (\$166). (See also *Table A5* in *Appendix A*).

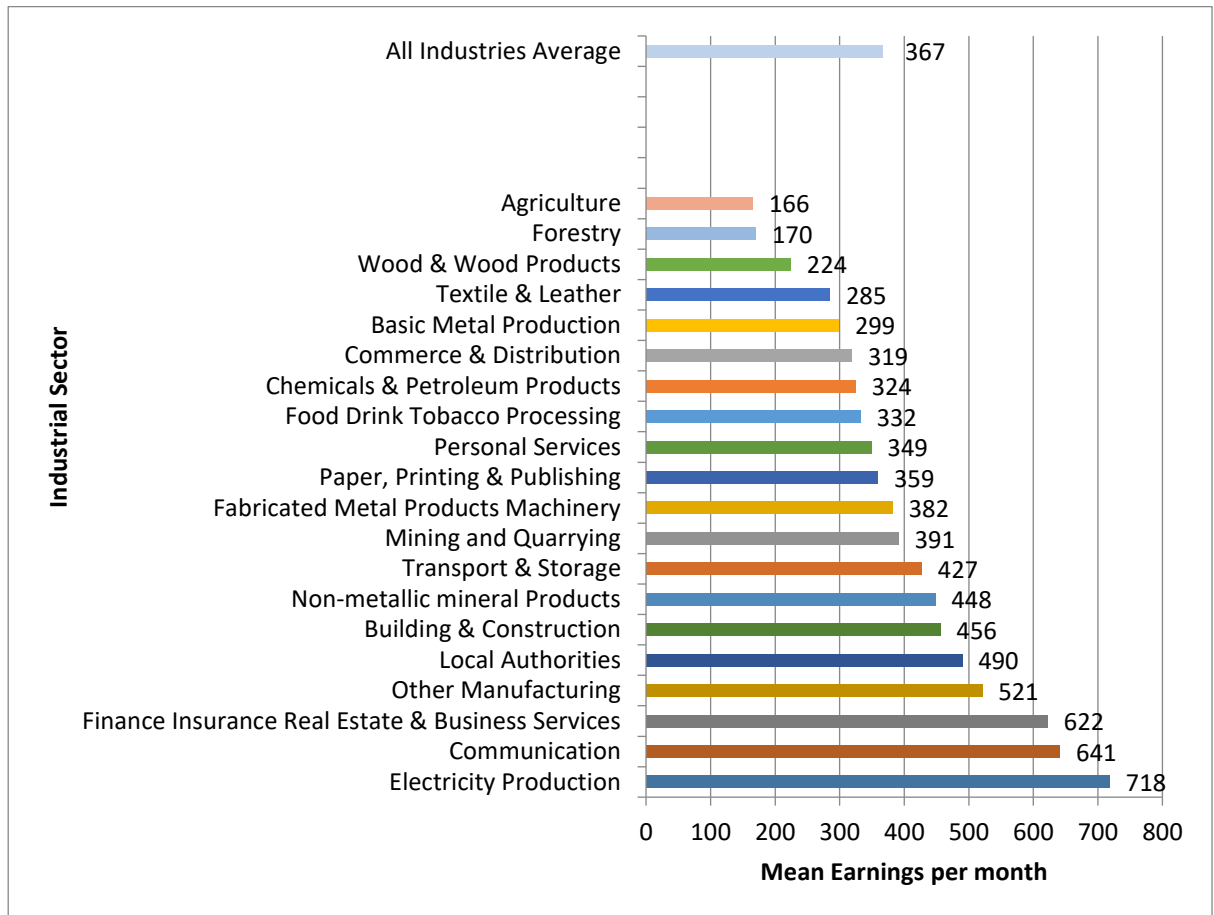


Figure 3.5: Mean Earnings at the Time of Injury by Industrial Sector

3.3 Industry

Figure 3.6 depicts incidence rates by industrial sector and sex. The top five industrial sectors with the highest incidence rates were; “Basic Metal Production” (16.7), “Communication” (4.9), “Transport and Storage” (12.1), “Local Authorities” (14.3) and “Electricity Production” (14.95). The following industrial sectors had the lowest incidence rates: “Commerce & Distribution” (5.3), “Finance, Insurance & Real Estate Business Services” (3.5), “Forestry” (6.3) and “Other Manufacturing” (3.6). For all industrial sectors incidence rates were higher among males than females. (See Table A6 in Appendix A.)

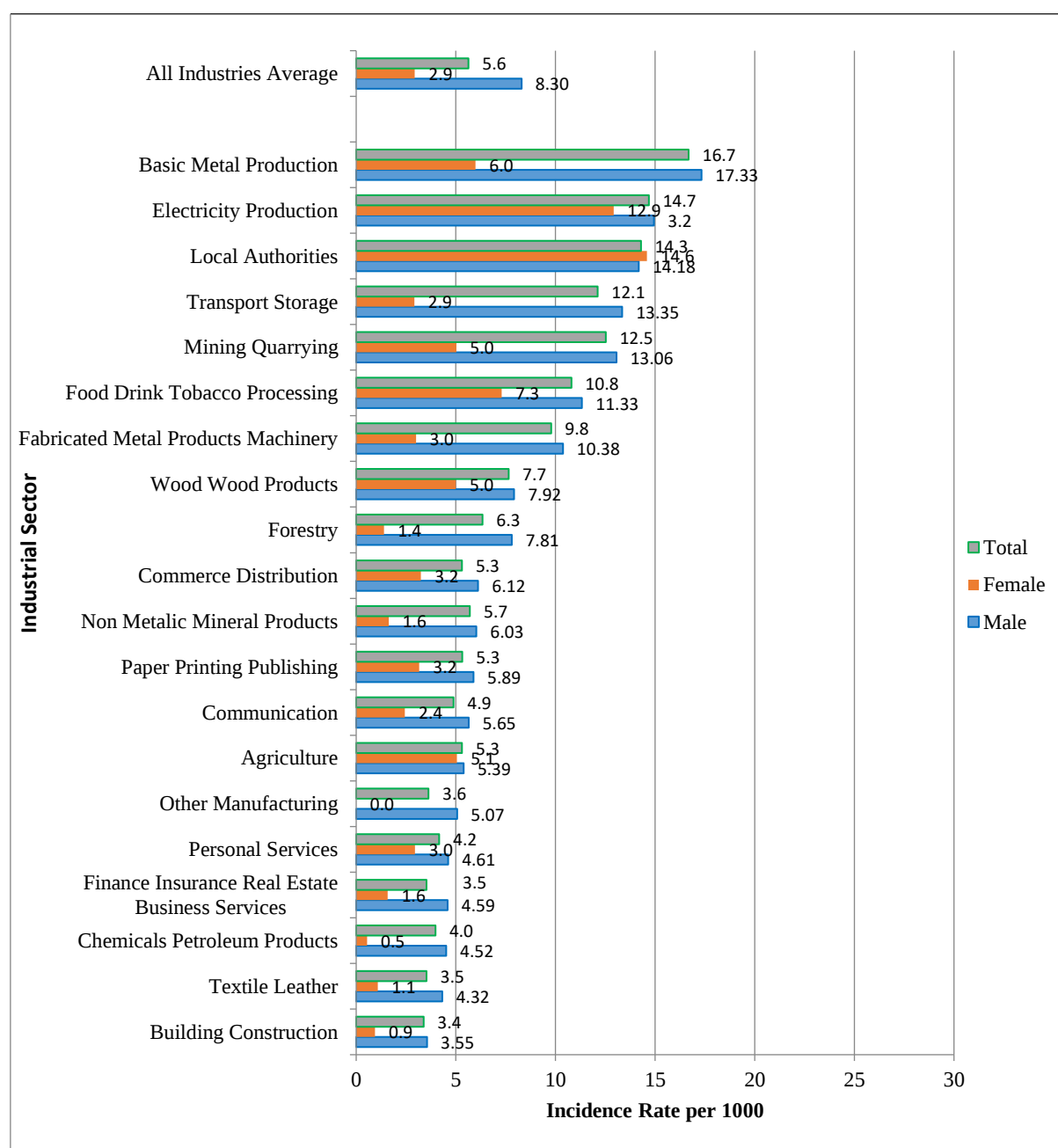


Figure 3.6: Incidence Rate by Industrial Sector and Sex

Table 3.3 shows percentage distribution of the injured workers by industrial sector and sex. The top 5 industrial sectors with the highest percentage share of the injured workers were: “Commerce & Distribution” (13.8%), “Mining and Quarrying” (13%), “Agriculture” (12.8%), “Personal Services” (11.2%) and “Food, Drink and Tobacco Processing” (9.7%). (See Table A7 in Appendix A.)

Table 3.3: Percentage Distribution of Injured workers by Industrial Sector and Sex

Industrial Sector	Sex		Total	Total %
	Male	Female		
Agriculture	473	155	628	12.8
Basic Metal Production	95	2	97	2.0
Building & Construction	113	2	115	2.3
Chemicals & Petroleum Products	53	1	54	1.1
Commerce & Distribution	559	118	677	13.8
Communication	52	7	59	1.2
Electricity Production	151	19	170	3.5
Fabricated Metal Products Machinery	239	6	245	5.0
Finance Insurance Real Estate & Business Services	142	27	169	3.4
Food Drink Tobacco Processing	435	42	477	9.7
Forestry	38	2	40	0.8
Local Authorities	306	120	426	8.7
Mining and Quarrying	623	17	640	13.0
Non-metallic mineral Products	46	1	47	1.0
Other Manufacturing	6	0	6	0.1
Paper, Printing & Publishing	36	5	41	0.8
Personal Services	445	104	549	11.2
Textile & Leather	62	5	67	1.4
Transport & Storage	308	9	317	6.4
Wood & Wood Products	92	6	98	2.0
Total	4,274	648	4,922	100

3.3.1 Industry and Occupation

From *Table A8* in *Appendix A*, it is noted that the occupational categories with the highest percentage of injured workers were as follows:

- “Production and Related Workers” with 70% in “Chemicals & Petroleum Products” industry.
- “Production and Related Workers” with 66% in “Fabricated Metal Products” industry.
- “Production and Related Workers” with 63% in “Textile & Leather” industry.

- “Production and Related Workers” with 57% in “Non-Metallic Mineral Products” industry.
- “Mining and Quarrying” with 55% in “Mining and Quarrying”.

2.3.2 Industrial Sector by Agency of Accident

For the five high-risk industrial sectors, the major agencies of accidents respectively as shown in *Table A9 in Appendix A*, were as follows:

- “Other Agencies” (39%) and “Other Wheeled Means of Transport” (26%) for “Local Authorities”
- “Other Machines N.E.C” (39%) and “Other Wheeled Means of Transport” (17%) for “Electricity production”
- “Other Wheeled Means of Transport” (37%) and “Other Agencies” (24%) for “Personal Services”
- “Other Agencies” (31%) and “Other Wheeled Means of Transport” (30%) for “Transport & Storage”.
- “Wood Assimilated Machines” (30%) and “Other Wheeled Means of Transport” (19%) for “Forestry”

3.4 Occupation

Table 3.4 shows the distribution of the injured workers by occupational group and sex. For males, the highest proportion of 33% was in “Production and Related Workers” occupational group followed by “Professional, Technical and Related Workers” with 14%. For the female workers, the highest proportion of 24% was in the “Service Workers” followed by “Production and Related Workers” with 23%. Overall, the highest proportion of the injured workers was in the “Production and Related Workers” occupational category (31%).

Table 3.4: Percentage Distribution of Injured Workers by Occupational Group and Sex

Occupation	Sex	total
------------	-----	-------

	Male		Female			
	Number	%	Number	%	Number	%
Professional, technical and related workers	592	14	83	13	675	14
Administrative and managerial	68	2	29	4	97	2
Clerical and related	73	2	36	6	109	2
Sales	128	3	37	6	165	3
Service	689	16	154	24	843	17
Agricultural, animal husbandry and forestry	394	9	124	19	518	11
Mining and quarrying	395	9	8	1	403	8
Production and related	1,393	33	151	23	1,544	31
Transport and equipment operators	418	10	13	2	431	9
Workers N.E.C	124	3	13	2	137	3
Total	4,274	100	648	100	4,922	100

3.5 Nature of Injury

This section discusses the nature of injury by age, body part, place of occurrence and occupation.

3.5.1 Nature of Injury by Age

Table A10a in Appendix A shows that the first three leading types of injuries were: “Cuts, Abrasion, Bruises, Lacerations” with 23.7%, “Contusions, Crushing, Blisters, Haematoma, Swellings” with 21% and “Strains and Sprains” with 10.3%. *Table A10b in Appendix A* shows that for the three leading types of injuries, the most affected age groups were 30-34 years for “Cuts, Abrasion, Bruises, Lacerations” (19.5%), 40-44 years for “Contusions, Crushings, Blisters, Haematoma, Swellings” (18.9%) and 30-34 years for “Strains and Sprains” (17%). Eleven pneumoconiosis cases detected in 2016.

3.5.2 Nature of Injury by Body Part

Table A11 in Appendix A shows that for those with “Cuts, Abrasion, Bruises, and Lacerations”, 61% were injured on “Fingers”, 12% on “Upper Limbs”, 10.1% on “Lower Limbs” and the remaining percentage was injured on other body parts. For “Contusions, Crushings, Blisters, Haematoma, Swellings” 28.4% were affected on “Fingers”, 25.3% on “Lower Limbs”, 14.9% on “Upper Limbs” and the remaining was injured percentage on other body parts. For those with “Strains and Sprains”, the body parts affected were “Trunk” (39.8%) , “Lower Limbs” (38.9%) and “Upper Limbs” (13.6%).

Overall, injuries occurred mostly to the following body parts: “Fingers” (22%), “Lower Limbs” (22%) and “Upper Limbs” (17%). The remaining categories of body parts had less than 12% each.

3.5.3 Nature of Injury by Place of Occurrence

Table A12 in Appendix A shows that for those with “Cuts, Abrasion, Bruises, and Lacerations”, 31% were injured while at “Inside Buildings, Living or Working Places”, 27%

“Warehouse Workshops,Factories,Foundries,Brickfields”, and the remaining at other places of work. For “Contusions, Crushings, Blisters, Haematoma, Swellings”, 31% were injured while at “Warehouse Workshops, Factories, Foundries, and Brickfields”, 20% “Public Roads and Streets Including Railway Lines” and the remaining at other places of work. For those who sustained “Strains and Sprains”, 27% were injured at “Fields, Bushes, Forests, Gardens, Sports Grounds and Related Places”, 24% “Inside Buildings, Living or Working Places” and the remaining at other places of work.

Overall, injuries occurred mostly in the following places: “Warehouse workshops, Factories, Foundries, Brickfields” (31%), “Inside buildings, Living or Working places” (31%) and “Inside Buildings, Living or Working Places” (27%).

3.5.4 Nature of Injury by Occupation

Table A13 in Appendix A shows that for all the first three top types of injuries “Mining & Quarrying” with 78.6% had the highest proportion compared to other occupational categories. “Tuberculosis” had 50%, “Arc Eyes” had 45.8%.

3.6 Month of Injury

Figure 2.7 depicts the percentage distribution of injured workers by month. Injuries were highest in March (9.45%) and lowest in December (6.58%). The low level of injuries in December probably reflects closure of companies for the festive season. Table A14 in Appendix A shows that the number of injured workers ranged from 324 in December to 465 in March.

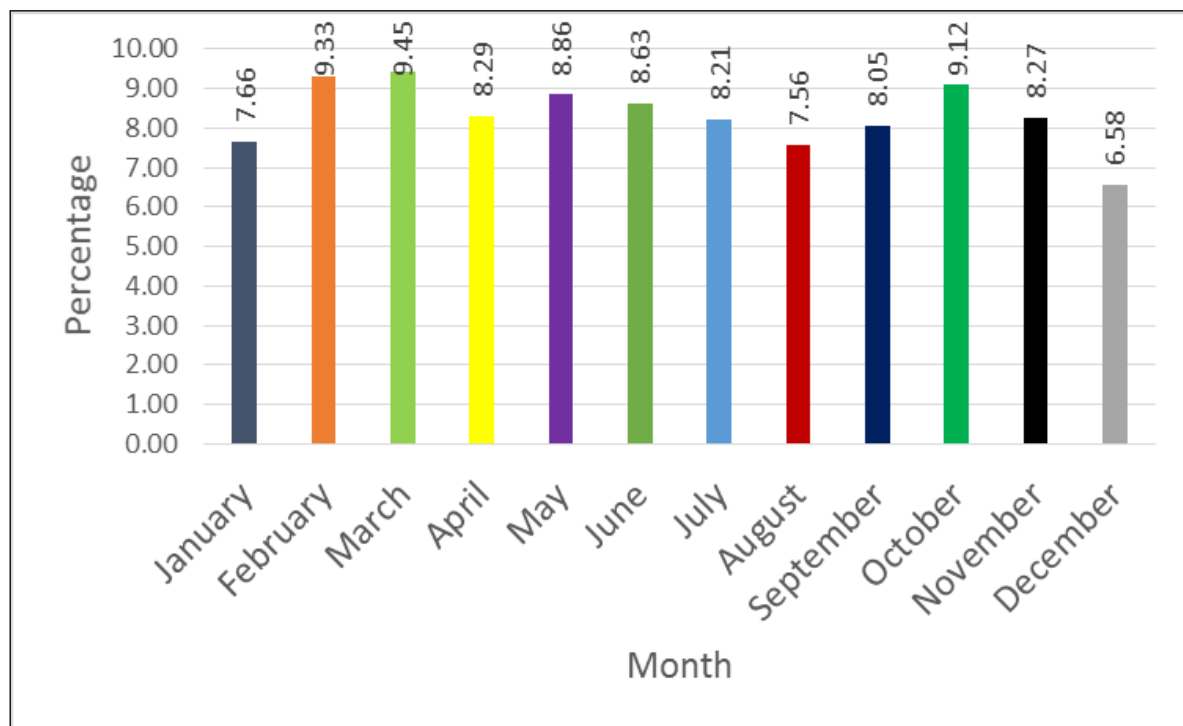


Figure 3.7: Percentage Distribution of Injuries by Month of Injury

3.7 Injured Worker by Activity

Table 3.5 presents the percentage distribution of injured workers by activity during the time of injury. Workers were injured mainly during the following processes: “Handling, loading, lifting or carrying” (36%), “Doing manual work with or without hand tools” (13%) and “Doing work while walking or stepping up or down” (10%). The remaining activities had proportions of less than 8% each.

Table 3.5: Percentage Distribution of Injured Persons by Activity

Activity	Frequency	Percent
Not Stated	3	0.1
Laying or sitting down position	42	0.9
Standing or kneeling position	140	2.8
Walking or stepping up or down	510	10.4
Climbing or crawling or boarding	71	1.4
Running or any rapid movement	77	1.6
In any means or transport as passenger	189	3.8
In a lift or related machine as a passenger	23	0.5
Falling from moving objects	11	0.2
With or without hand tools	792	16.1
Handling, loading, lifting or carrying	1,379	28
Pushing, pulling or throwing	118	2.4
On scaffolds, ladders, walls etc.	54	1.1
Road transport or movable equipment	498	10.1
Non motorised road transport or equipment	3	0.1
Surface rail transport or equipment	15	0.3
Underground transport or equipment	55	1.1
Water transport or equipment	3	0.1
Operating machinery or equipment	239	4.9
Adjusting or repairing plant, machinery or equipment	132	2.7
Lack of data	568	11.5
Total	4,922	100

3.8 Injured Worker by Type of Accident

Figure 3.8 depicts percentage distribution of injured workers by type of accident. The types of accidents most associated with injuries were “Contact with Objects” (22%), “Falls of Persons” (16%), “Road Traffic Accidents” (14%), “Falls of Materials and Objects” (8%) and “Overexertion when lifting, pushing or pulling heavy objects” (8%). The remaining types of accidents had less than 7% each. See Table A15 in Appendix A.

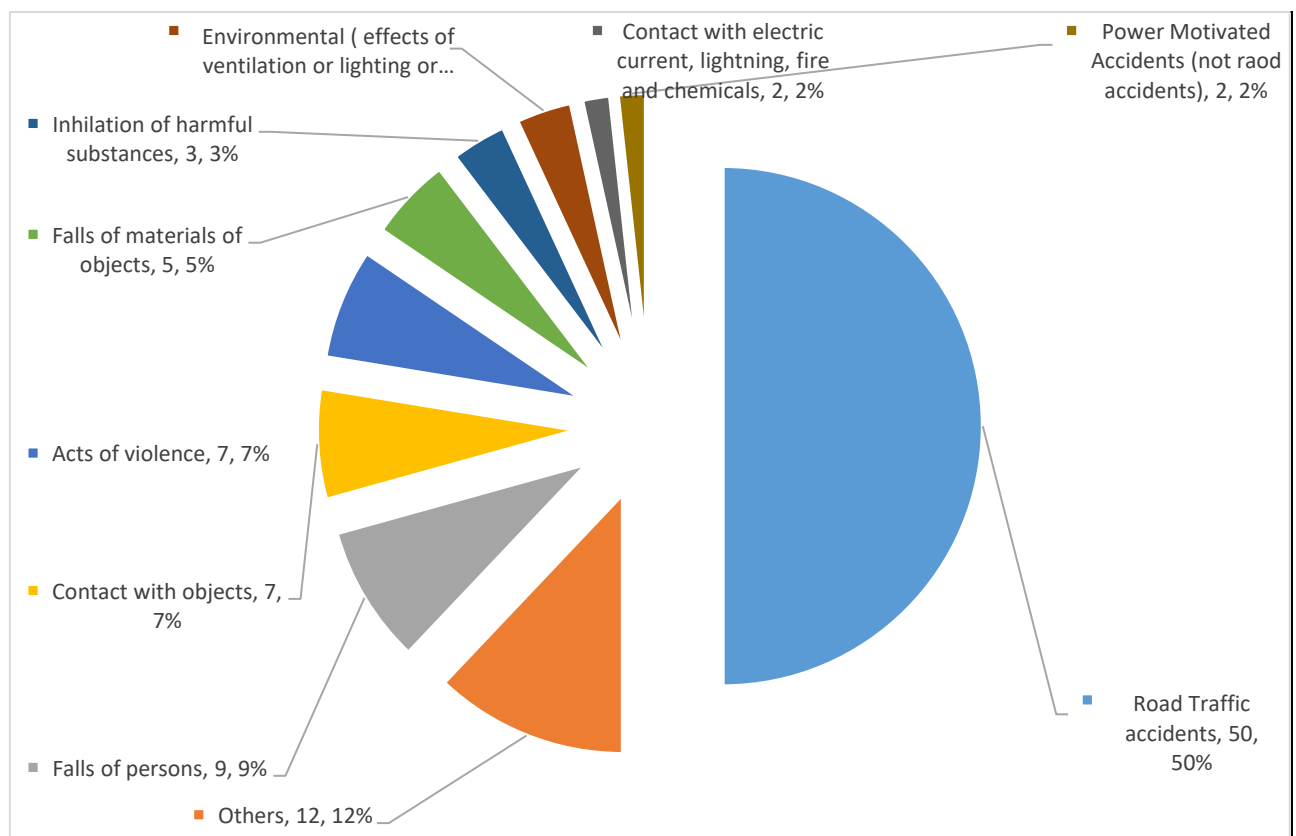


Figure 3.8: Percentage Distribution of Injured Workers by Type of Accident

3.9 Trends in Occupational Injuries

Figure 3.9 depicts occupational injury incidence rates increasing to 6 in 2013 from 5 in 2012 then remaining unchanged until 2015. The incidence rate then increased to 7 in 2016. The incidence rates show a generally increasing trend. The number of reported occupational injuries that occurred in 2016 reported in 2017 were 176.

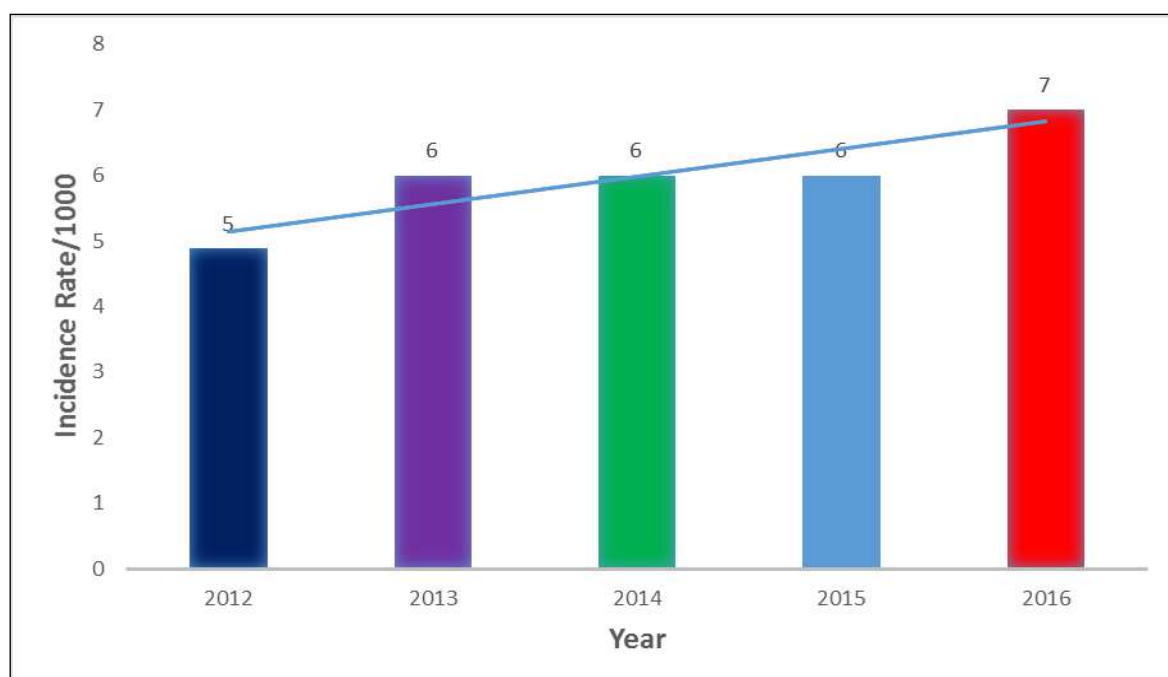


Figure 3.9: Occupational Injury Incidence Rate/ 1 000, 2012-2016

3.10 Fatal Accidents

This section gives an analysis of fatal injuries with focus on the following characteristics:

- Industrial sector.
- Region.
- Occupational group.
- Type of accident and.
- Month of accident.

Fifty -eight (1%) of the 4,922 injuries were fatal.

3.10.1 Trends in Fatal Injuries

Table 3.6 presents fatal injuries by industrial sector for the period 2012 to 2016. Fatal injuries decreased to 71 in 2013 from 91 in 2012 before increasing to 106 in 2014. They then remained static at 58 for the years 2015 and 2016 respectively.

Table 3.6: Fatal Injuries by Industrial Sector, 2012 - 2016

Industrial sector	2012	2013	2014	2015	2016
Agriculture	8	10	17	8	12
Basic Metal Production	2	1	0	0	1
Building & Construction	2	5	4	2	0
Chemicals & Petroleum Products	0	1	0	0	0
Commerce & Distribution	6	14	10	4	6
Communication	1	-	0	1	0
Electricity Production	8	3	3	3	0
Fabricated Metal Products Machinery	2	0	4	2	2
Finance, Insurance & Real Estate Business Services	3	6	2	2	2
Food, Drink & Tobacco Processing	7	2	5	3	3
Forestry	1	-	2	1	0
Local Authorities	5	2	4	2	5
Mining & Quarrying	18	7	21	14	7
Non-Metallic Mineral Products	0	0	0	0	0
Other Manufacturing	0	0	0	0	0
Paper, Printing & Publishing	2	0	0	0	1
Personal Services	7	7	10	7	9
Textile & Leather	2	1	0	0	2
Transport & Storage	15	11	24	8	7
Wood & Wood Products	2	1	0	1	1
Total	91	71	106	58	58

3.10.2 Region

Table 3.7 presents fatal injuries by region. Harare (38%) had the highest proportion of fatal injuries, followed by Bulawayo with 12%. Masvingo region (10%), had the lowest proportion of fatal injuries.

Table 3.7: Fatal Injuries by Region, 2016

Region	Frequency	Percentage (%)
Harare	22	38
Bulawayo	9	16
Gweru	7	12
Mutare	7	12
Masvingo	6	10
Chinhoyi	7	12
Total	58	100

3.11.3 Occupation

Fatal injuries by occupational group are presented in Table 3.8. “Transport and Equipment Operators”, with 12 deaths emerged as the occupational group with the highest number of fatalities. This was followed by “Services” with 10.

Table 3.8 Fatal Injuries by Occupational Group and Sex, 2016

Occupation	Fatal		Total
	Male	Female	
Professional, technical and related workers	3	0	3
Administrative and managerial	3	0	3
Clerical and related	1	1	2
Sales	3	0	3
Service	10	0	10
Agricultural, animal husbandry and forestry	5	3	8
Mining and quarrying	9	0	9
Production and related	8	0	8
Transport and equipment operators	12	0	12
Workers N.E.C	0	0	0
Total	54	4	58

3.11.4 Type of Accident

Fifty percent (50%) of fatal injuries were due to “Road Traffic Accidents”, while 12% were due to “Falls of Persons”. The lowest “Contact with Electric Current, Lightning, Fire and Chemicals” and “Power Motivated Accidents (not road accidents)” with 2% each (See *Figure 3.10* and *Table A16 in Appendix A*).

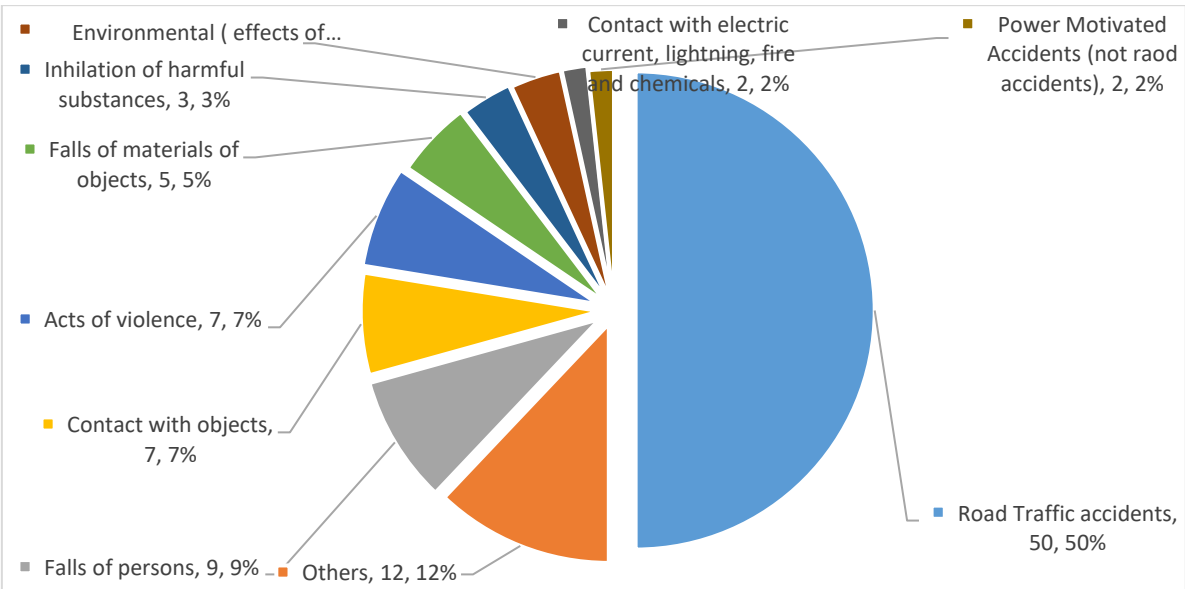


Figure 3.10: Percentage distribution of Fatal Injuries by Type of Accident

3.11.5 Month of Accident

Figure 3.11 depicts the distribution of the number of fatal injuries by month of accident. The distribution of number of fatal injuries by month of accident showed no clear relationship with the month of accident. The number of fatal injuries ranged from 2, in June and November, to 19 deaths in February. The distribution of fatal injuries by month does not resemble that for all injuries by month of injury, which were highest in March and lowest in December.

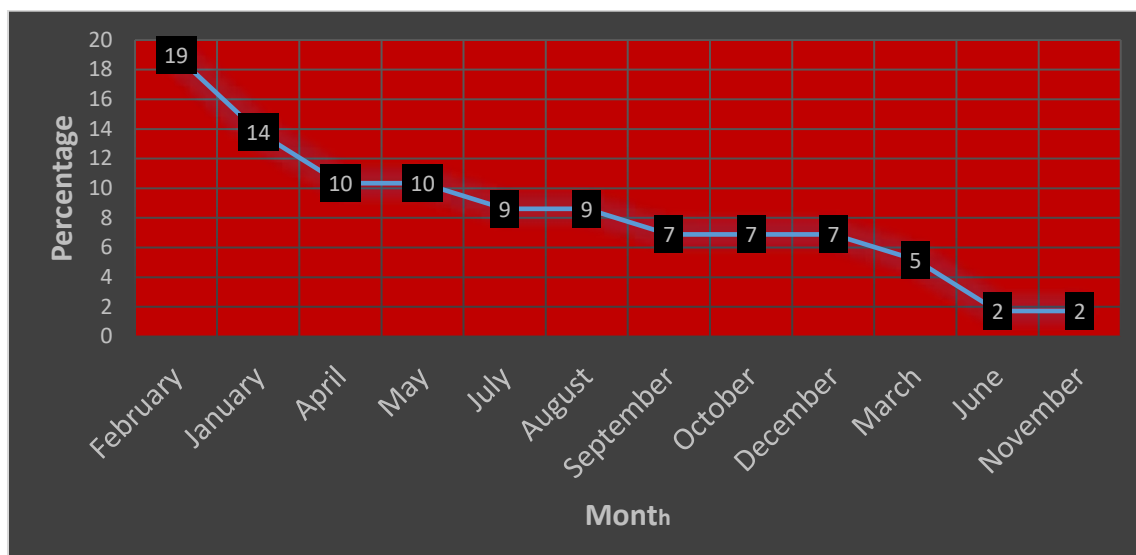


Figure 3.11: Fatal Injuries by Month of Accident, 2016

3.12 Short Term Benefits

A total of \$2,498,284 short-term claims were paid in 2016. *Figure 3.12* shows percentage distribution of total amount paid to short term claims by type of benefit. Medical Costs, with 57.6 %, accounted for the biggest share of the total amount paid to short-term benefits followed by Periodical Payments and Lump Sums, with 41.6% and Funeral Expenses accounted for the remaining 0.9 %.

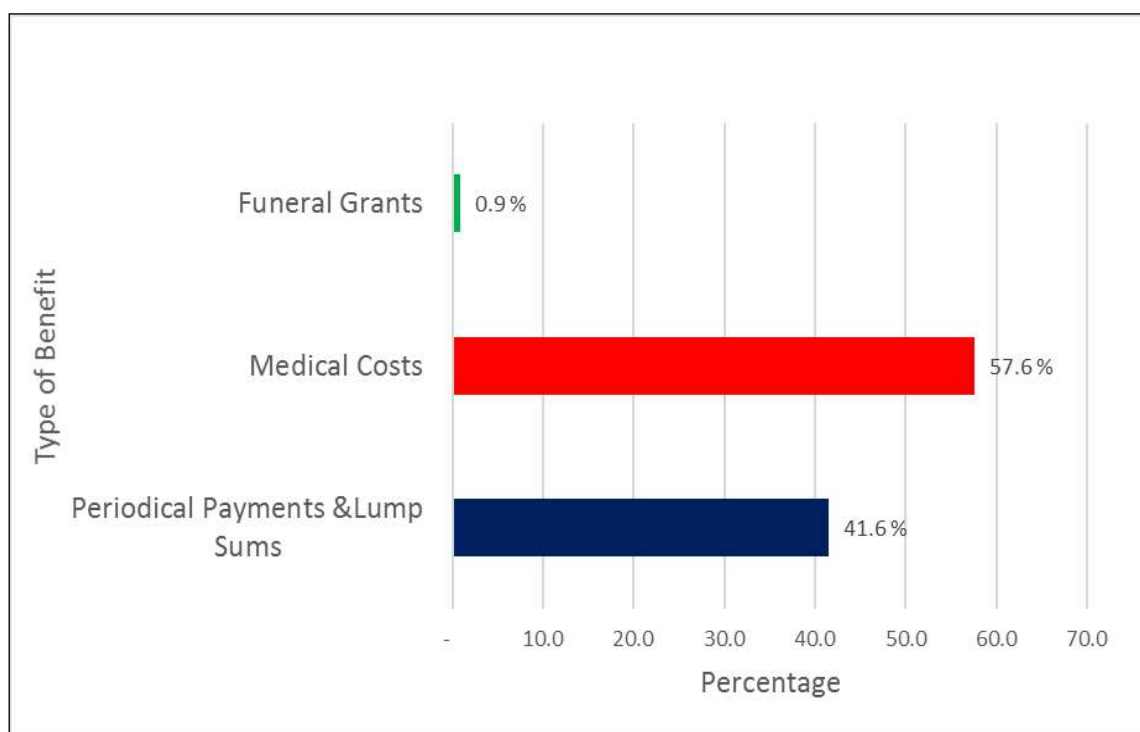


Figure 3.12: Percentage Distribution of Amount Paid to Short Term Claims by Type of Benefit 2016

3.13 Long Term Benefits

The total number of claims in payment in 2016 decreased by 12% from that of 2015. *Table 3.9* depicts the claims in payment in 2016. There were decreases in benefit types, with Pneumoconiosis Workers' Pension recording the highest decrease of approximately 34 %, followed by Worker's Pension, with 20% and the lowest Children's Allowance with 3%.

Table 3.9: Number of Long Term Beneficiaries

Type of Benefit	Number of Beneficiaries		Percentage Change
	2016	2015	
Workers' Pension	2,718	3,401	-20%
Children's Allowance	2,614	2,690	-3%
Widow/Widower's Pension	3,415	3,868	-12%
Dependants' Allowance	148	158	-6.33%
Pneumoconiosis Workers' Pension	64	97	-34.02%
Pneumoconiosis Children's Allowance	65	65	0
Pneumoconiosis Widow/Widower's Pension	197	218	-9.64%
Total	9,221	10,497	-12.16%

3.14 Key Findings

- The insured labour was about 742,732 of which 78% were males.
- The highest occupational injury incidence rate of 23.5 was in the 15-19 years age group, followed by 18.9 in the less than 15 years age group.
- The incidence rate increased from 6 in 2015 to 7 injuries per 1 000 insured workers in 2016.
- It was noted that incidence rates were higher for males than females.
- It was noted that incidence rates generally declined with age.
- Incidence rates by region ranged from about 4.5 in Masvingo to 13.9 in Bulawayo.
- Thirty five percent (35%) of the injured labour had 1 or 2 dependants, 26% had no dependants and 31% had 3 or 4 dependants.
- The average earnings per month per person was \$365.
- The top five industrial sectors with the highest incidence rates were; “Basic Metal Production” (16.7), “Communication” (4.9), “Transport and Storage” (12.1), “Local Authorities” (14.3) and “Electricity Production” (14.95).
- The following industrial sectors had the lowest incidence rates: “Commerce & Distribution” (5.3), “Finance, Insurance & Real Estate Business Services” (3.5), “Forestry” (6.3) and “Other Manufacturing” (3.6).
- The highest proportion of the injured workers was in the ““Commerce & Distribution” (13.8%)”
- The top three leading types of injuries were: “Cuts, Abrasion, Bruises, and Lacerations” with 23.7%, “Contusions, Crushing, Blisters, Haematoma, and Swellings” with 21% and “Strains and Sprains” with 10.3%.
- Injuries occurred mostly to the following body parts: “Fingers” (22%), “Lower Limbs” (22%) and “Upper Limbs” (17%).
- Injuries occurred mostly in the following places: “Warehouse workshops, Factories, Foundries, Brickfields” (31%), “Inside buildings, Living or Working places” (31%) and “Inside Buildings, Living or Working Places” (27%).
- Workers were injured mainly during the following processes: “Handling, loading, lifting or carrying” (36%), “Doing manual work with or without hand tools” (13%) and “Doing work while walking or stepping up or down” (11%).
- The types of accidents most associated with injuries were “Contact with Objects” (32%), “Falls of Persons” (15%) and “Road Traffic Accidents” (12%),
- The top 5 industrial sectors with the highest incidence rates were “Basic Metal Production” (29), “Communication” (16.2), “Transport and Storage” (16.1), “Local Authorities” (16.1) and “Electricity Production” (15.3).

- Workers were injured mainly during the following processes: “Handling, loading, lifting or carrying” (36%), “Doing manual work with or without hand tools” (13%) and “Doing work while walking or stepping up or down” (11%).
- Fifty eight (2%) of the 4,922 injuries were fatal.
- Harare (38%) had the highest proportion of fatal injuries, followed by Bulawayo with 12%. Masvingo region (10%), had the lowest proportion of fatal injuries.
- “Transport and Equipment Operators”, with 12 deaths emerged as the occupational group with the highest number of fatalities.
- Fifty percent (50%) of fatal injuries were due to “Road Traffic Accidents”, while 12% were due to “Falls of Persons”.
- The number of fatal injuries ranged from 2, in June and November 2016, to 19 deaths in February 2016.
- A total of \$2,498,284 short-term claims were paid in 2016.
- Medical Aid, with 57.6 %, accounted for the biggest share of the total amount paid to short-term benefits followed by Periodical Payments and Lump Sums, with 41.6% and Funeral Expenses accounted for the remaining 0.9 %
- Long term claims decreased by 12% in 2016 compared to 2015.

Chapter 4: Pension and Other Benefits

4.0. Introduction

This chapter looks at the Pension and Other Benefits Scheme (POBS)⁴ as at 31st December 2016, mainly looking at insured labour force (active and inactive), new entrants, beneficiaries by type, mortality among insured labour force and beneficiaries. This scheme is administered through the Pension and Other Benefits Scheme Statutory Instrument 393 of 1993.

4.1. Insured Labour Force

In 2016, a total of 2,781,992 insured labour force was registered of which 77% were males and 23% females. Of the 77% insured males, 37% were active, while 63% were inactive. As for the females 52% were registered as active, while 48% were inactive. The total insured labour force is spread as shown in Table 4.1 below.

Table 4.1: Insured Labour Force by Age Group, Sex and Active Status, POBS, as at 31st December 2016

Age	Total Insured Males	Total Insured Females	Active Males	Active Females	Inactive Males	Inactive Females
15-19	1,824	611	1,277	446	547	165
20-24	38,315	12,590	28,277	9,624	10,038	2,966
25-29	124,279	46,750	91,191	35,507	33,088	11,243
30-34	207,199	88,991	133,071	61,314	74,128	27,677
35-39	263,420	99,551	131,792	58,222	131,628	41,329
40-44	344,152	105,077	134,739	53,130	209,413	51,947
45-49	346,088	97,955	114,772	46,777	231,316	51,178
50-54	169,190	61,031	55,022	30,200	114,168	30,831
55-59	154,245	42,893	44,765	18,713	109,480	24,180
60-64	134,399	28,809	22,126	8,178	112,273	20,631
65-69	88,129	16,900	10,037	3,425	78,092	13,475
70-74	62,255	10,127	6,519	2,531	55,736	7,596
75+	206,587	30,625	27,502	4,955	179,085	25,670
Total	2,140,082	641,910	801,090	333,022	1,338,992	308,888

⁴ POBS is commonly known as National Pensions Scheme (NPS)

The Local Authorities economic sector had the highest number of POBS insured labour force with 528 418 workers followed by Agriculture (494,684), Commerce and Distribution (420,990) and Personal Services with 292 866. Figure 4.1 shows the number of insured workers by industrial sector and sex.

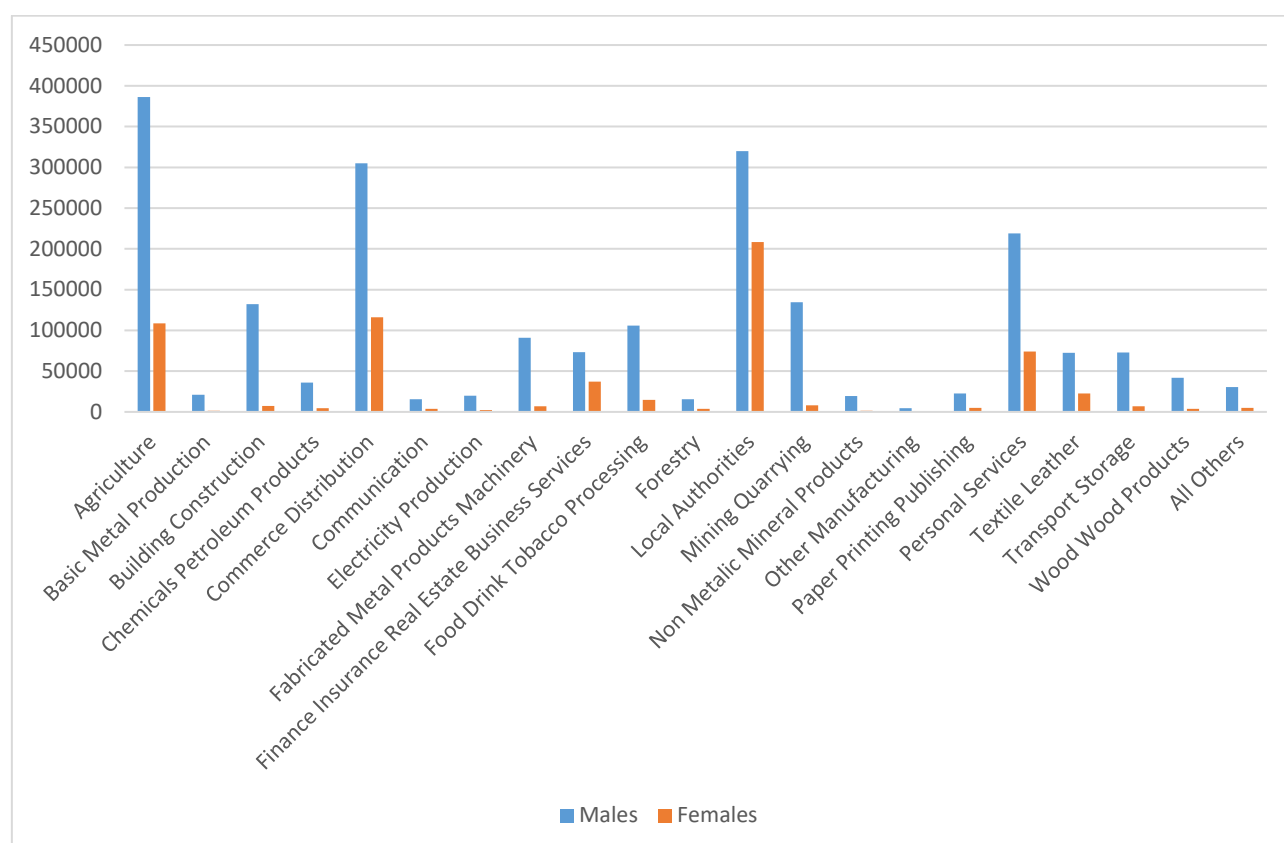


Figure 4 .1 Insured Labour Force by Age Group, Sex and Active Status, POBS, as at 31st December 2016

As for the distribution of economic sectors among regions, Figure 4.2 shows Local Authorities constituting a high percentage of the insured workers in Harare region with 28%, while the Agriculture sector was dominant in Mutare, Masvingo and Chinhoyi regions with 47%, 50% and 49% respectively.

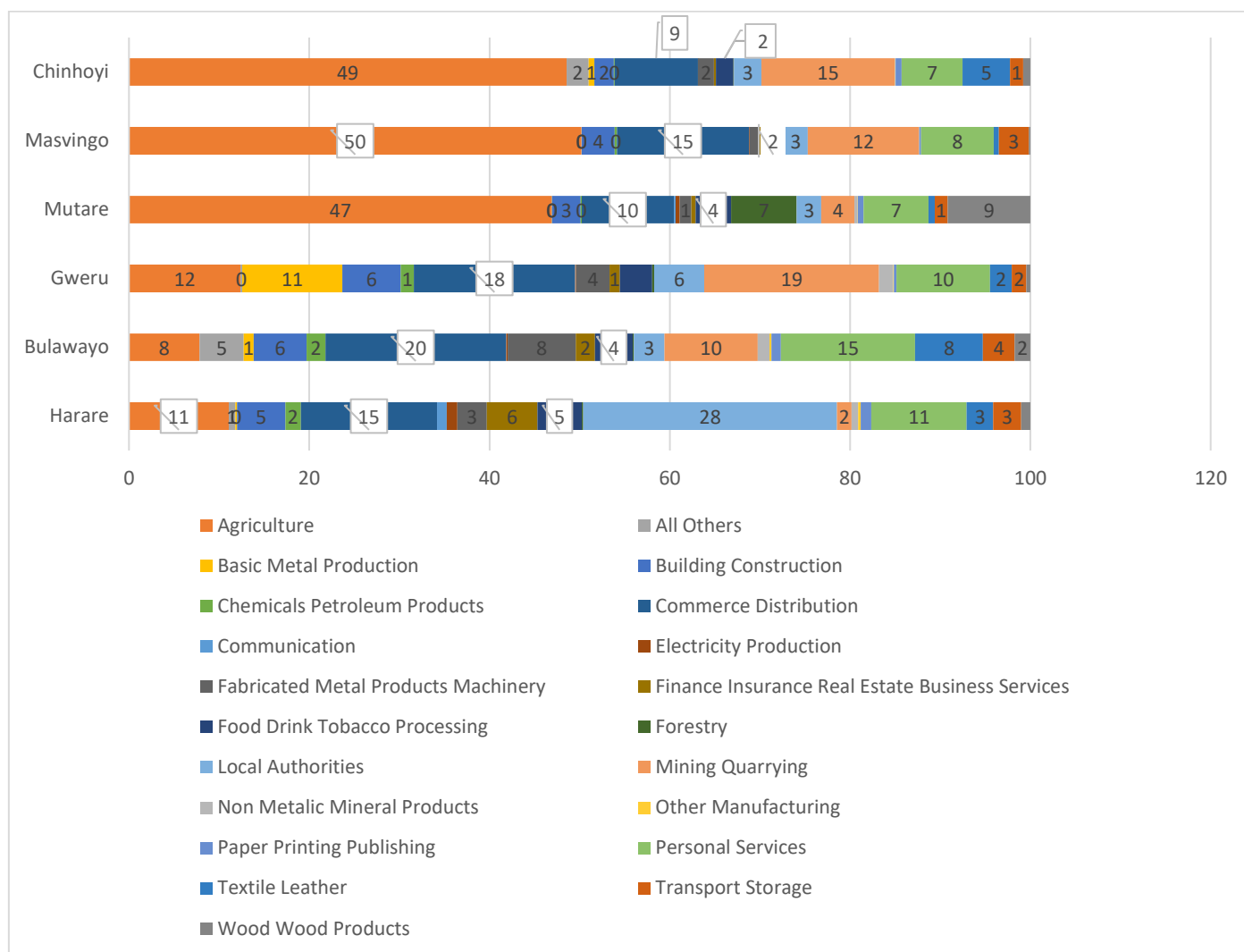


Figure 4.2: Percent Insured Labour Force by Industrial Sector and Sex, POBS, as at 31st December 2016

A total of 26 176 new workers were registered in 2016 with males constituting 76% males and females constituting 24% of the total number of new entrants, as shown in Table 4.2 below⁵.

⁵ It should be noted that ages above 65 may not reflect the actual age due to some wrong age declarations. These ages have been left on the analysis as they constitute a small percentage of the total number of employees and there may be some employees who are still employed but with ages above the retirement age. However POBS does not insure employees above the late retirement age.

Table 4.2: Insured Labour Force: New Entrants, POBS 2016

Age Group	Males	Females	Total
15-19	418	153	571
20-24	2998	1152	4150
25-29	3736	1258	4994
30-34	3792	1144	4936
35-39	2961	852	3813
40-44	2573	691	3264
45-49	1892	479	2371
50-54	805	245	1050
55-59	473	135	608
60-64	252	51	303
65-69	50	14	64
70-74	15	7	22
75+	28	2	30
Total	19993	6183	26176

4.2. Beneficiaries

4.2.1. Short Term Benefits

In 2016 a total of 17 106 short term benefits were paid amounting to US\$9 242 526.03. The total expenditure was broken down as shown in Table 4.3 below. The funeral grant (NPFPG) had the largest proportion with 39% followed by the retirement grant with 35%. The invalidity grant and medical costs both recorded 0% in 2016. *See Figure 4.3 below.*

Table 4.3: 2016 Short Term Beneficiaries

2016		
Benefit	No. of Claims	Amount Paid
Retirement Grant	5,965	5,365,169.98
Invalidity Grant	1	787.50
Survivors Grant	4,116	1,876,094.13
Funeral Grant	6,615	1,944,296.26
Refunds	409	56,178.16
Medical Costs	0	0
Total	17,106	9,242,526.03

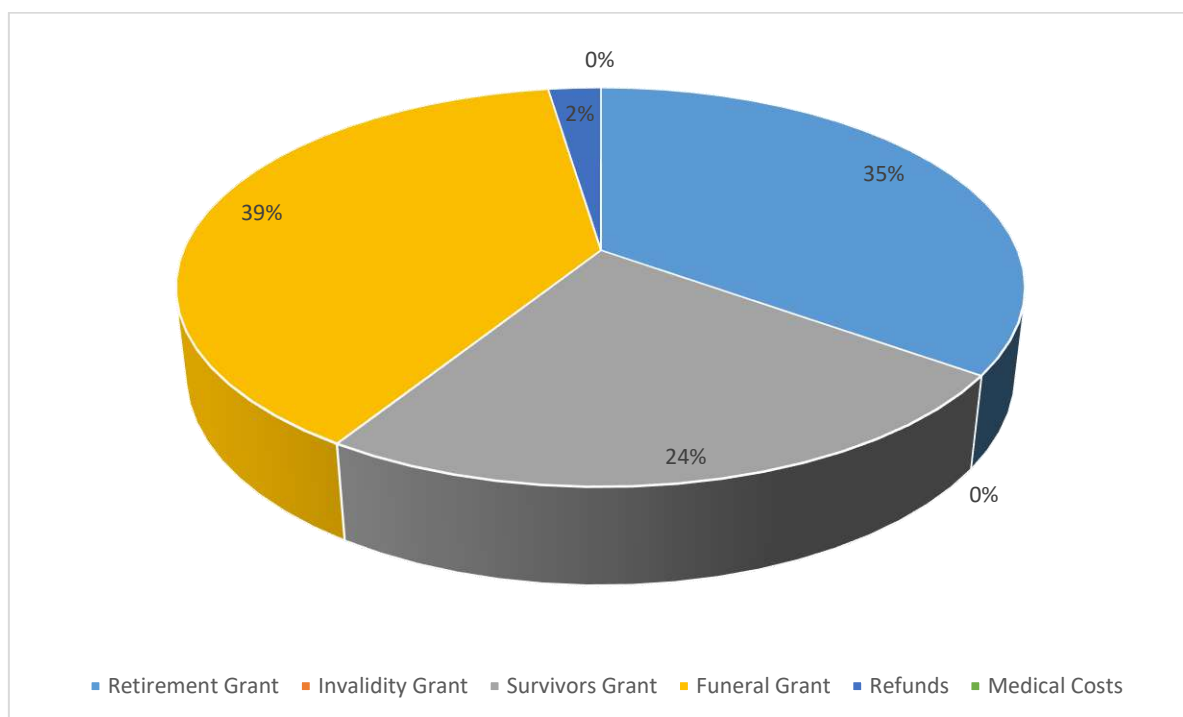


Figure 4.3. Short Term Beneficiaries Expenditure Percentage Distribution, POBS, 2016

4.3.2. Long Term Beneficiaries

A total of 187 666 thousand long term beneficiaries were recorded and \$108 235 741.75 was paid in 2016. *See Table 4.4 and Figure 4.4 below.* Old age pension constituted 38%, invalidity 2%, survivors 41% and children allowance 19% of the total number of beneficiaries. The retirement and survivors pensions took a huge chunk of the total paid in 2016 with the dependent's and parents allowances constituting the lowest proportion of the total amount paid.

Table 4.4: Long Term Benefits and Beneficiaries 2016

2016		
Benefit	Beneficiaries	Amount Paid
Retirement Pension	71,461	61,244,906.83
Invalidity Pension	3,747	2,049,415.57
Survivors Pension	77,151	30,361,643.28
Children's Allowance	35,232	14,564,754.22
Parent's Allowance	67	12,349.92
Dependent's Allowance	8	1,880.32
Total	187,666	108,235,741.75

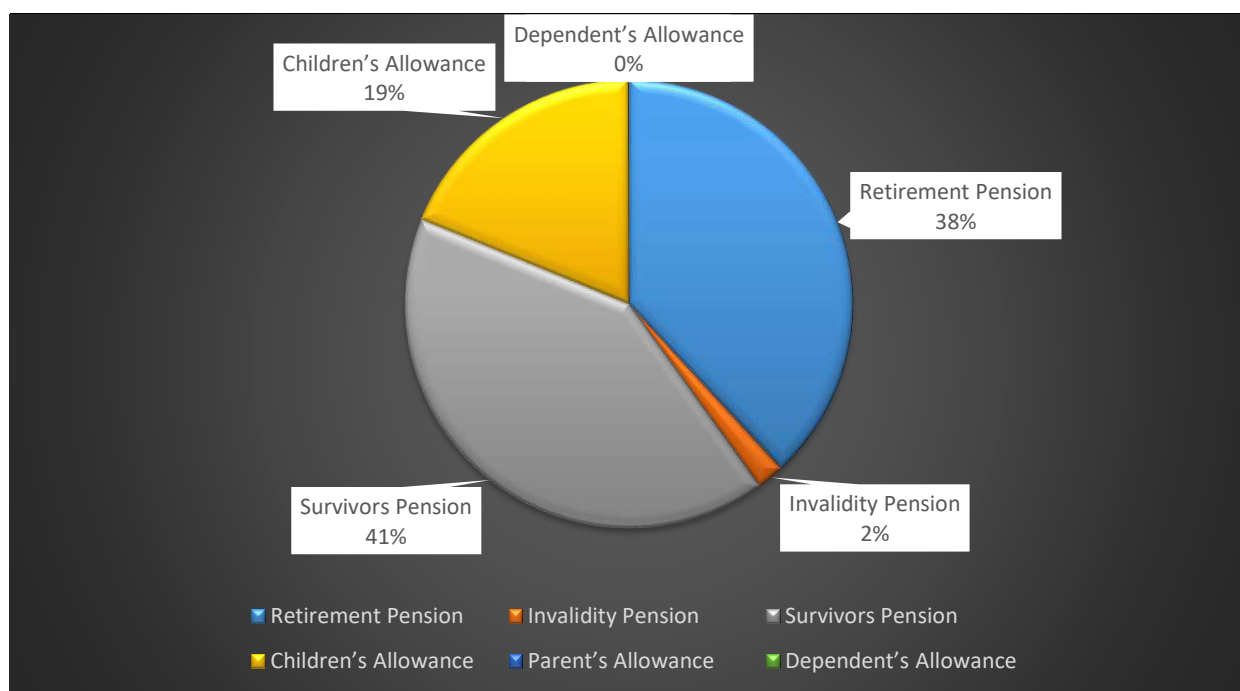


Figure 4.4. Beneficiaries and Benefits, POBS, 2016

4.5. Key Findings

- In 2016, a total of 2,781,992 insured labour force was registered of which 77% were males and 23% females
- The Local Authorities economic sector had the highest number of POBS insured labour force with 528 418 workers followed by Agriculture (494,684), Commerce and Distribution (420,990) and Personal Services with 292 866.
- A total of 26 176 new workers were registered in 2016 with males constituting 76% males and females constituting 24% of the total number of new entrants
- In 2016 a total of 17 106 short term benefits were paid amounting to US\$9 242 526.03.
- A total of 187 666 thousand long term beneficiaries were recorded and \$108 235 741.75 was paid in 2016

Chapter 5: Rehabilitation

5.0 Introduction

This chapter covers admissions to, and discharges from, the Workers' Compensation and Rehabilitation Centre located in Bulawayo for the period January to December 2016. During the period under review there were 372 admissions and 287 discharges. These were analysed on the basis of the following variables: month of admission/ discharge, region, sex, age at admission, industrial sector, occupation and nature of injury. In the case of discharges, percentage disability on discharge and date of discharge were also analysed.

5.1 Sex Distribution

The number of admissions decreased from 423 in 2015 to 372 in 2016. Out of the total admissions in 2016, 90% were males while the remaining 10% were females (see *Table 5.1*). The low number of female admissions may be attributed to the generally low number of females at risk as has already been indicated by incidence rates of 4.0 for females compared to 7.3 injuries per 1 000 for males in the previous chapter.

Table 5.1: Rehabilitation Centre Admissions and Discharges by Sex

Sex	Admissions		Discharges	
	Number	Percentage	Number	Percentage
Male	336	90	266	93
Female	36	10	21	7
Total	372	100	287	100.0

5.2 Age Distribution

The age distribution of workers admitted for rehabilitation is presented in *Table 5.2 below*. The highest number of workers admitted for rehabilitation was in the age group 40-44 years while the over 65 year's age group had the lowest number of admissions.

Table 5.2: Age Distribution of Rehabilitated Workers at Admission

Age Group	Admitted		Discharged	
	Frequency	Percentage	Frequency	Percentage
<15	5	1.34	4	1.39
15 - 19	5	1.34	5	1.74
20 - 24	27	7.26	22	7.67
25 - 29	50	13.44	39	13.59
30 - 34	52	13.98	36	12.54
35 - 39	43	11.56	29	10.10
40 - 44	68	18.28	51	17.77
45 - 49	50	13.44	41	14.29
50 - 54	32	8.60	29	10.10
55 - 59	24	6.45	17	5.92
60 - 64	12	3.23	10	3.48
65 - 69	4	1.08	4	1.39
Total	372	100	287	100

5.3 Month of Admission and Discharge

Figure 5.1 shows the monthly fluctuations in the number of admissions and discharges. It is noted that the months of January (14.7%) and July (12.3%) were characterised by high admissions as compared to the other months. June (5.2%) and September (3.1%) had the lowest number of admissions compared to the other months. The variations in discharges tended to generally follow a similar pattern to that of admissions but they were always lower than the number of admissions. See *Appendix A, Table A19* for percentage distribution of admissions and discharges by month. The observed variation in the number of admissions and discharges by month is an important parameter, which needs consideration when planning and budgeting for the Rehabilitation Centre.

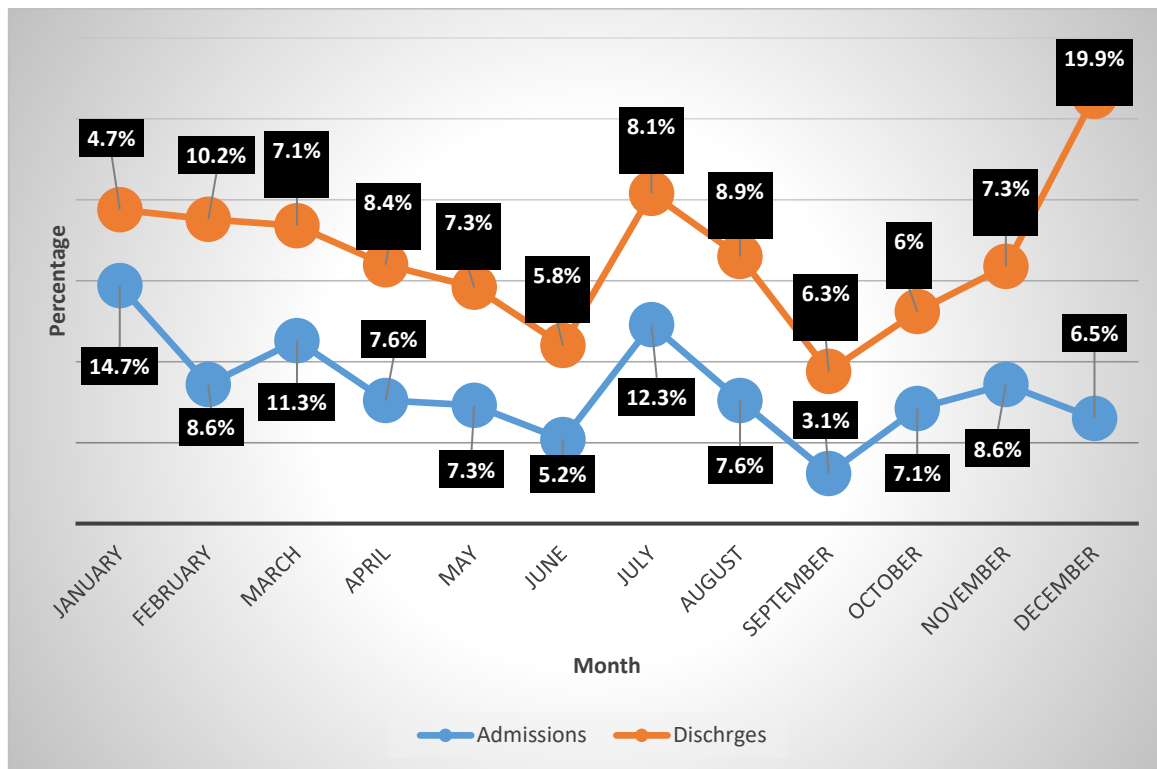


Figure 5.1: Distribution of Rehabilitation Admissions and Discharges by Month

5.4 Region

The region variable represents where the accident was reported. In most cases this is also where the accident occurred. Out of the 372 admissions, 233 were from Bulawayo region, as shown in Figure 5.2. The other regions had less than 60 admissions each. Masvingo and Chinhoyi had the lowest number of admissions to the Rehabilitation Centre with 10 each. Distance from the Rehabilitation Centre is an important factor in explaining the observed pattern in the number of admissions. The further the distance of a region from the Rehabilitation Centre the fewer the number of admissions from that region. (See *Table 5.3* for distance from regions to Rehabilitation Centre.)

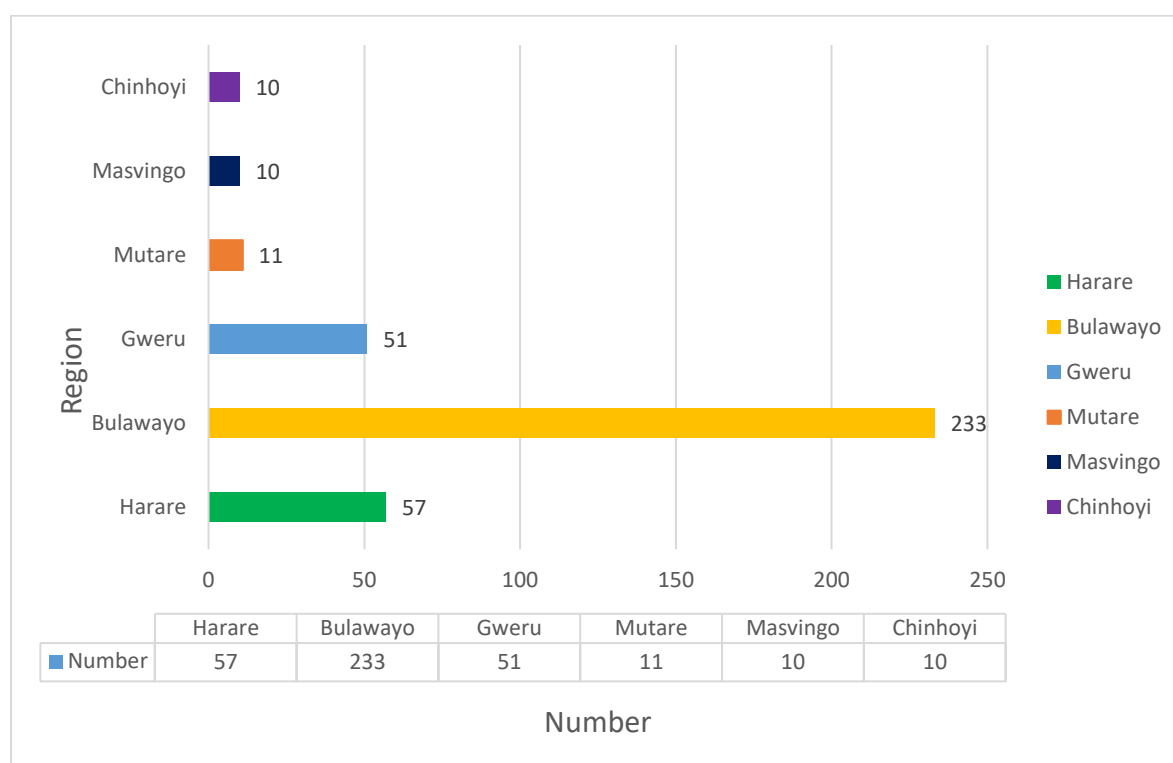


Figure 5.2: Number of Admissions to the Rehabilitation Centre by Region

5.5 Admission Period

Admission period refers to the number of days between date of admission and date of discharge. The admission period varies depending on a number of factors such as nature of injury, percentage disability on discharge and region. The average admission period for 2016 was 86 days (see *Table 5.3*). Mean admission period by region ranged from 66 days for Bulawayo region to 173 days for Masvingo region.

As shown in *Table 5.3*, there is a relationship between admission period and distance from the Rehabilitation Centre. This is because injured workers close to the Centre with less severe injuries are more likely to visit the Centre and be quickly discharged than those from distant regions. However, *Table 5.3* shows that there is a very close relationship between the period of stay and mean percentage disability on discharge. (See also *Table A20* in *Appendix A*). Stay period for Bulawayo Rehabilitates (67 days) is the least in comparison with the all other regions.

Table 5.3: Mean Percent Disability and Admission Period by Region

Region	Mean Admission Period(days)	Mean Percentage Disability	Distance From Rehab. Centre[km]
Harare	123.84	17.40	439
Bulawayo	66.54	6.07	0
Gweru	103.75	6.47	164
Mutare	104.09	16.82	577
Masvingo	173.00	4.30	280
Chinhoyi	113.30	16.90	555
Total	85.50	8.39	

5.6 Industrial Sector

This section looks at admission rates by industrial sector.

5.6.1 Admission rates⁶ by industrial sector

Figure 5.3 presents admission rates by industrial sector in order to investigate whether industrial sectors, which reported high accident incidence rates, made use of rehabilitation services provided by NSSA. It has been already noted that industrial sectors with the highest accident incidence rates were: “Basic Metal Production” (16.7), “Transport and Storage” (16.1), “Electricity Production” (14.7), “Local Authorities” (14.3), “Mining & Quarrying” (12.5) and “Food, Drink & Tobacco Processing” (10.8).

As shown in Figure 5.3, the highest admission rates were observed in the: “Mining & Quarrying” (157), “Fabricated Metal Products (115), “Commerce & Distribution” (115), “Food, Drink & Tobacco Processing” (105) and “Transport & Storage” (92). There is no strong relationship between admission rates and accident incidence rates by industrial sector.

⁶ Admission rate is found by dividing the number of admissions from an industrial sector by the number of injuries from that sector multiplied by 1000.

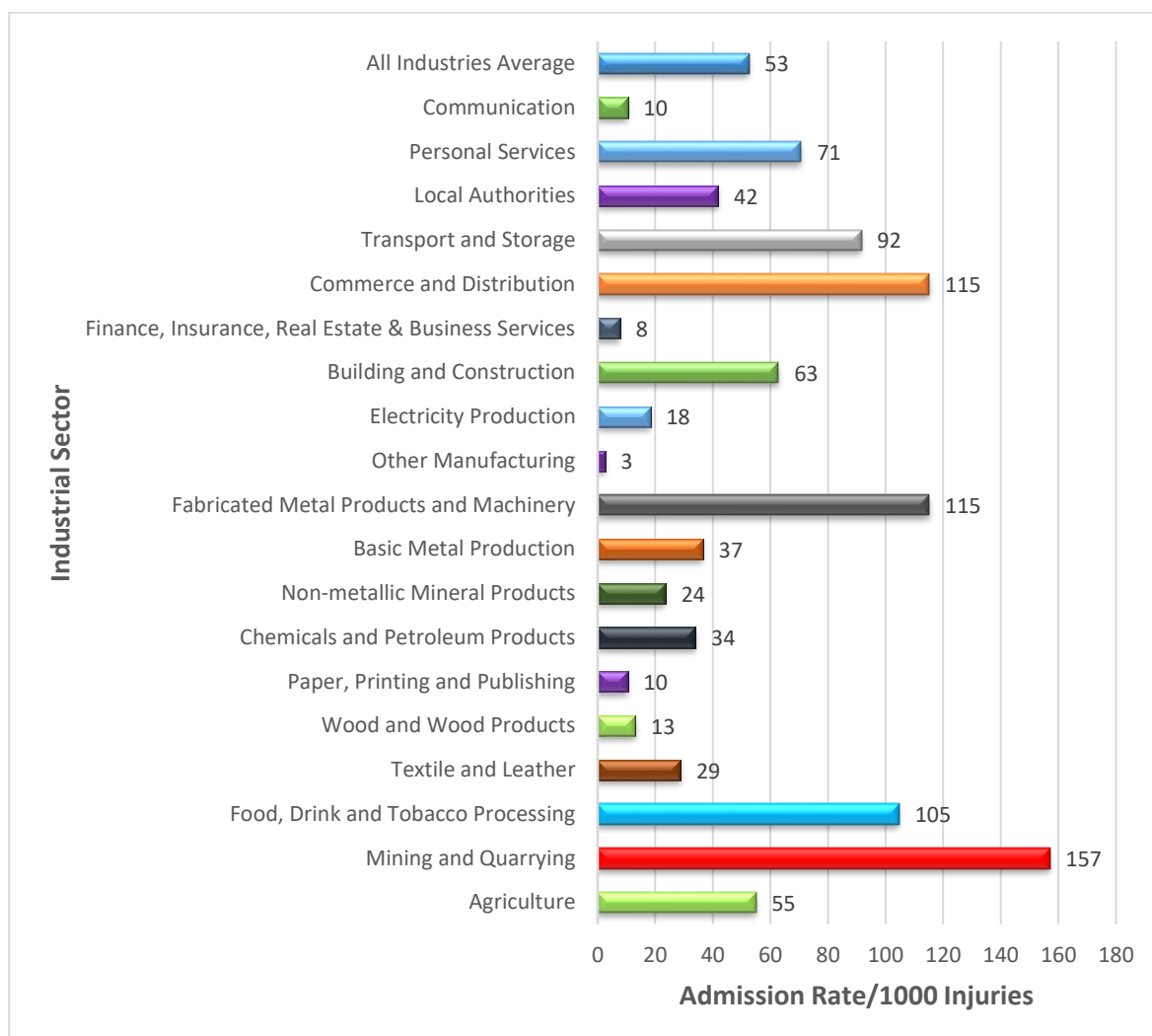


Figure 5.3: Admission Rate/ 1 000 injuries by Industrial Sector, 2016

3.6.2 Admissions and discharges by industrial sector

As shown in *Table 5.4*, the industrial sectors with the highest mean admission days were “Transport an Storage”(134 days), “Mining & Quarrying” (106 days), “Agriculture” (105 days), “Non-Metallic Mineral Products”(101 days) and “Personal Services” (97 days). (See *Table 5.4* below.)

“Wood and Wood Products” sector with 16% had the highest mean percentage disability followed by “Commerce and Distribution” (13%), “Non-Metallic Mineral Products” (10%) “Mining and Quarrying” (9%) “Chemical and Petroleum Products” (9%), “Electricity Production” (8%), “Electricity Production” (8%), “Transport & Storage” (8%) and “Building & Construction” (8%). All the other industrial sectors had mean percentage disability not exceeding 8% (see *Table 5.4* below and *Table A21* in *Appendix A*).

Table 3.4: Mean Percentage Disability, Admission Period and Percentage Admissions/Discharges by Industrial Sector, 2016

Industrial Sector	Mean Admission Period[days]	Mean Percentage Disability	Admission [%]	Discharge [%]
Agriculture	104.57	2.95	5.6	4.2
Mining and Quarrying	106.2	8.75	15.1	14.6
Food, Drink and Tobacco Processing	63.7	8.7	10.8	11.5
Textile and Leather	76.36	4.82	3.0	3.1
Wood and Wood Products	100	15.6	1.3	1.4
Paper, Printing and Publishing	90	6.75	1.1	1.4
Chemicals and Petroleum Products	69.38	9.31	3.2	3.1
Non-metallic Mineral Products	100.67	10.11	2.4	2.4
Basic Metal Production	33.86	11	3.8	3.5
Fabricated Metal Products and Machinery	80.09	7.7	11.3	13.6
Other Manufacturing	78	0	0.3	0.3
Electricity Production	74.29	7.71	1.9	1.4
Building and Construction	46.67	8.33	6.2	5.9
Finance, Insurance, Real Estate & Business Services	78	0.67	0.8	1.0
Commerce and Distribution	73.75	12.52	11.8	12.5
Transport and Storage	133.71	7.6	9.4	9.1
Local Authorities	89.88	9.5	4.0	4.2
Personal Services	96.74	5.85	7.0	5.6
Communication	27.75	6	1.1	1.0
Total	85.5	8.39	100.0	100.0

5.7 Occupation

“Production and Related Workers” occupational group constituted 48% of admissions followed by “Mining and Quarrying workers” (13%) and “Service Workers” with 12%. (See Table 5.5). The lowest admission was recorded under “Administrative and Managerial Workers” accounting for 2%.

“Agricultural, animal husbandry and forestry” had the highest mean percentage disability on discharge of 31% followed by “Administrative and managerial” (18%). “Production and Related Workers” had the lowest mean percentage disability of 0.81% (see Table 5.5).

Table 5.5 shows that there was no strong relationship between mean admission period and mean percentage disability. Mean admission period by occupational group ranged from 50 days for “Workers N.E.C” to 113 days for “Transport and Equipment Operators”.

Table 5.5: Mean Percentage Disability, Admission Period and Percentage Admissions/Discharges by Occupation

Occupation Group	Mean Admission Period(days)	Mean Percentage Disability	Admissions (%)	Discharges (%)
Professional, technical and related workers	110.55	9.7	8.60	8.71
Administrative and managerial	90.33	6.67	0.81	0.70
Clerical and related	69.75	5	1.08	1.39
Sales	81	5.2	1.34	0.70
Service	79.67	12	12.10	10.10
Agricultural, animal husbandry and forestry	61.57	17.57	3.76	3.48
Mining and quarrying	97.21	7.62	12.90	13.59
Production and related	76.93	7.7	47.58	49.13
Transport and equipment operators	113.46	4.57	9.95	10.80
Workers N.E.C	50.29	8.86	1.88	1.39
Total	85.5	8.39	100.00	100.00

5.8 Nature of Injury

As shown in Table A20 in *Appendix A*, the nature of injury resulting in the highest number of admissions to the Rehabilitation Centre by region was “Strains and Sprains” (15%). This was followed by “Fractures” (13%) and “Contusions, crushings, blisters, haematoma, swellings” (12%). The other nature of injuries had less than 12% each.

An analysis of admissions by distance from the Rehabilitation Centre proved that distance has an influence on the number of admissions. Table A20 in *Appendix A* shows that Gweru and Bulawayo regions had admissions across almost all the different types of nature of injuries whereas the other regions were represented across a few categories of the nature of injury, which are critical. This shows that regions far from the Rehab Centre tend to send only critical cases.

A cross tabulation of nature of injury by admission period is shown in Table A21 in *Appendix A*. It can be noted that 50% of the 287 discharges was admitted for a period of less

than 1 month, 13% for a period of 1 to less than 2 months and the remaining 6%, for a period of 2 months and above.

Injuries with higher mean percentage disability tended to have longer admission periods. This is shown in *Table A22* in *Appendix A*, with the top five natures of injuries with high mean percentage disability being: “Loss of Sight” (5), “Loss of Hearing” (5), “Pneumoconiosis” (4), “Paralysis” (4) and “Dislocation” (3). Percentage distribution of nature of injury by percentage disability is further presented in *Table A23* in *Appendix A*.

5.9 Hospital Utilization

Indicators on hospital utilization by quarter are presented in *Table 5.6* below. These are bed occupancy, in-patient daily average, average stay, turnover factor, turnover interval and percentage age occupancy. For definition of these indicators refer to *Appendix B*. It should be noted that calculations of the indicators were based on a fixed bed establishment of 80.

In-patient daily average ranged from 29 rehabilitees in the fourth quarter to 42 rehabilitees in the first quarter. A similar pattern as that of in-patient daily average by quarter is also observed under percentage occupancy. Percentage occupancy ranged from 37% in the fourth quarter to 53% in the first quarter.

The average number of days a rehabilitee occupied a bed was highest during the first quarter at 45 and lowest during the fourth quarter at 32. The average number of patients treated per bed i.e. the turnover factor was 1 across all quarters. Turnover interval was lowest in the first quarter at 40 and highest during the fourth quarter at 58.

Given that the bed establishment stands at 80 and that percentage occupancy across all quarters was 45% and above, it can be concluded that the Rehabilitation Centre was well utilised in 2016.

Table 5.6: Rehabilitation Centre Hospital Utilization Statistics by Quarter

Quarter	Bed Occupancy	Admissions	Discharges	Days in Period	Inpatient Daily Average	Average Stay	Turnover Factor	Turnover Interval	Percentage Occupancy
Q1	3,801	132	84	90	42	45	1	40	53
Q2	2,848	77	82	91	31	34	1	54	40
Q3	3,623	88	89	92	39	43	1	42	50
Q4	2,655	85	81	92	29	32	1	58	37
Total	12,927	382	336	365	35	38	1	49	45

5.10 Key Findings

- The number of admissions to the Rehabilitation center decreased from 423 in 2015 to 372 in 2016. Out of the total admissions in 2016, 90% were males while the remaining 10% were females
- The highest number of workers admitted for rehabilitation was in the age group 40-44 years while the over 65 year's age group had the lowest number of admissions.
- The months of January (14.7%) and July (12.3%) were characterised by high admissions as compared to the other months.
- The industrial sectors with the highest accident incidence rates were: “Basic Metal Production” (16.7), “Transport and Storage” (16.1), “Electricity Production” (14.7), “Local Authorities” (14.3), “Mining & Quarrying” (12.5) and “Food, Drink & Tobacco Processing” (10.8).
- The industrial sectors with the highest mean admission days were “Transport and Storage”(134 days), “Mining & Quarrying” (106 days), “Agriculture” (105 days), “Non-Metallic Mineral Products”(101 days) and “Personal Services” (97 days).
- “Production and Related Workers” occupational group constituted 48% of admissions followed by “Mining and Quarrying workers” (13%) and “Service Workers” with 12%. (See Table 5.5). The lowest admission was recorded under “Administrative and Managerial Workers” accounting for 2%.
- The nature of injury resulting in the highest number of admissions to the Rehabilitation Centre by region was “Strains and Sprains” (15%). This was followed

by “Fractures” (13%) and “Contusions, crushings, blisters, haematoma, swellings” (12%). The other nature of injuries had less than 12% each.

- The average number of days a rehabilitee occupied a bed was highest during the first quarter at 45 and lowest during the fourth quarter at 32. The average number of patients treated per bed i.e. the turnover factor was 1 across all quarters.

Chapter 6: Occupational Safety and Health

6.0 Introduction

This division was restructured in 2016 and now comprises of Occupational Safety and Health, Accident Prevention and Workers' Compensation Scheme, Medical Services and Rehabilitation Centre. The year under review recorded 5 364 injuries compared to 5 380 recorded in 2015, a slight decrease of 0.3%. However, fatalities sadly increased by almost 17% from 54 recorded in 2015 to 63 in 2016. Medical Services has been dealing with back injuries and noise induced hearing loss cases more often and thus more preventive efforts are needed targeting industries with poor postural activities and noise exposures.

6.1 Statistical Summary Of OSH Promotional Activities

6.1 Teach-Ins

Teach-ins increased by 15% in 2016 compared to 2015, as shown in Table 6.1. This can be attributed to the realization by stakeholders of the need to educate their workforce on OSH issues in order to prevent accidents.

Table 6.1: Teach-Ins

Region	2016	2015	Variance	% Improvement
Harare	54	47	7	14.89
Participants	631	802	-171	-21.32
Bulawayo	57	68	-11	-16.18
Participants	961	1042	-81	-7.77
Gweru	34	15	19	126.67
Participants	294	253	41	16.21
Masvingo	29	26	3	11.54
Participants	800	334	466	139.52
Mutare	2	16	-14	-87.50
Participants	22	337	-315	-93.47
Chinhoyi	19	14	5	35.71
Participants	773	248	525	211.69
Totals	195	186	9	+4.8
Totals Participants	3481	3016	465	+15.4

6.2 Occupational Safety and Health Course

The number of OSH courses held in 2016 increased by about 15%, however the number of participants declined by about 3.7%.

Table 6.2: Basic Occupational Safety and Health Course

Region	2016	2015	Variance	% Improvement
Harare	25	16	9	56.25
Participants	325	191	134	70.16
Bulawayo	9	12	-3	-25.00
Participants	86	172	-86	-50.00
Gweru	6	5	1	20.00
Participants	68	89	-21	-23.60
Masvingo	6	8	-2	-25.00
Participants	85	134	-49	-36.57
Mutare	3	3	0	0.00
Participants	43	38	5	13.16
Chinhoyi	5	3	2	66.67
Participants	125	136	-11	-8.09
Totals	54	47	7	+14.9
Totals Participants	732	760	-28	-3.7

6.3 Establishment of Safety and Health Committees

As shown in Table 6.3, 2016 saw a decline in the formation of safety committees as the shift was now more on maintaining those that had been formed previously. Even with a decline, a notable number of committees were formed as OSH awareness increased.

Table 6.3: Safety and Health Committees at Workplaces

Region	2016	2015	Variance	% Improvement
Harare	8	11	-3	-27.27
Bulawayo	7	3	4	133.33
Gweru	13	17	-4	-23.53
Mutare	13	18	-5	-27.78
Masvingo	6	9	-3	-33.33
Chinhoyi	9	3	6	200.00
Totals	56	61	-5	-8.2

6.4 Establishment of OSH Management Systems

Certification of OSHMS increased in 2016 by 80%. Harare recorded the highest number of certifications, followed by Gweru.

Table 6.4: Establishment of Certified OSH Management Systems

Region	2016	2015	Variance	% Improvement
Harare	4	1	3	300
Bulawayo	1	0	1	100
Gweru	2	0	2	100
Mutare	1	0	1	100
Masvingo	0	3	-3	-100
Chinhoyi	1	1	0	0
Totals	9	5	4	80

6.5 Organisations Running Uncertified OSHMS

Bulawayo, Gweru and Chinhoyi recorded an increase in the number of companies with uncertified systems. They had 12, 14 and 28 respectively, as shown in Table 6.5

Table 6.5: Organisations Running Uncertified OSHMS

Region	2016	2015	Variance	% Improvement
Harare	6	3	3	100
Bulawayo	12	4	8	200
Gweru	14	9	5	55.56
Mutare	8	12	-4	-33.33
Masvingo	3	9	-6	-66.67
Chinhoyi	28	5	23	460
Totals	71	42	29	69

6.6 Surveys

Survey activities were generally high in the year under review. A new strategy of conducting these had been effected which resulted in achieving a wider coverage in the various economic sectors. The number of surveys in conducted in 2016 increased by 48% compared to those done in 2015.

Table 6.6: Workplace Surveys (Risk Assessments)

Region	2016	2015	Variance	% Improvement
Harare	410	264	146	55.30
Bulawayo	414	233	181	77.68
Gweru	98	96	2	2.08
Mutare	124	157	-33	-21.02
Masvingo	399	209	190	90.91
Chinhoyi	101	84	17	20.24
Totals	1546	1043	503	+48

6.7 OSH Performance Assessments

The mainstay of the Occupational Safety and Health Division is the promotion of occupational safety and health in the workplace. One such promotional programme is a

national competition in occupational safety and health excellence in which organisations from the five sectors of the economy, namely, Agriculture and Forestry, Manufacturing, Mining, Commerce and Distribution and Construction voluntarily compete for OSH excellence in various categories. The OSH Promotion and Training Department spearheads the programme with its OSH Promotion Officers carrying out assessments of performance for the year (2015 in this case). A wider coverage in assessments was achieved in 2016 with most regions having surpassed their targets. Overall assessments done increased by 9%.

Table 6.7: Assessment of OSH performance

Region	2016	2015	Variance	% Improvement
Harare	966	889	77	8.66
Bulawayo	611	503	108	21.47
Gweru	243	285	-42	-14.74
Mutare	275	216	59	27.31
Masvingo	348	283	65	22.97
Chinhoyi	189	230	-41	-17.83
Totals	2632	2406	226	8.6

6.8 Occupational Safety, Health and Environmental Management Course (OSHEMAC)

A total of 293 paying students completed OSHEMAC Part 1 and 2 in 2016, compared with 435 students in 2015. Students maybe finding it difficult to obtain funding for their studies hence the decline.

6.9 Revenue

Table 6.8 below shows the revenue generated from OSH activities. Posters produced the highest amount of revenue in 2016. There was however, an overall decline in the amount of revenue generated from OSH activities in 2016 compared to 2015 with a decline of around 14%.

Table 6.8: Revenue generated from OSH activities

ACTIVITY	2016	2015	VARIANCE	% IMPROVEMENT
On Guard	\$3,730.00	\$4,515.00	-\$785.00	82.61
Subscribers	\$0.00	\$0.00	\$0.00	-
Adverts	\$0.00	\$0.00	\$0.00	-
OSH DVDs	\$514.00	\$812.00	-\$298.00	63.30
Posters	\$2,178.10	\$984.00	\$1,194.10	221.35
Policy	\$1,092.50	\$2,247.50	-\$1,155.00	48.61
Total	\$7,514.60	\$8,558.50	-\$1,043.90	-13.89

6.10 Building and Construction

The number of inspections (417) increased by 32% as compared to 338 in the previous year. The target was surpassed by 42%. A compliance rate of 33% as compared to 20% last year was realised.

6.11 Boilers

The number of boilers (6439) declined by nine percent as compared to 7038 of the previous year. The SAP and continued farm boiler identification exercises have assisted in cleaning up the records. Inspection of boilers (1477) declined by 2% as compared to 1499 in the previous year. A compliance rate of 72% was realised as compared to 48% achieved last year.

6.12 Elevators

The number of working elevators (951) declined by 21% as compared to 1208 in 2015. Most of the registrations were replacements of old ones in the same old shaft. Inspections (1722) increased by 28% as compared to 1347 inspections in the previous year. Targets were surpassed by 39%. This was compounded by weekly audits on selected government buildings. A compliance of 79% was realised compared to 39% achieved the previous year.

6.13 Occupational Health Services (OHS)

6.13.1 Workplace Activities

Table 6.9 below shows the workplace activities for 2016. Three clinics were registered during the year 2016.

Table 6.9: Workplace activities

ACTIVITY	NORTHERN REGION	SOUTHERN REGION	TOTALS
Clinic Audits	110	87	197
Occupational Health Inspections	109	126	235
New Industrial Clinics Registered	2	1	3

6.13.2 Medical Bureau Activities Summary

Table 6.10 below gives a summary of the medical bureau activities for the year 2016. The number of pneumoconiosis cases identified in 2016 increased by 39% compared to 2015 therefore there is a need to increase company awareness on the importance of providing protective clothing and equipment for their employees.

Table 6.10: Medical Bureau Activities Summary

ACTIVITY	YEAR 2016	PREVIOUS YEAR 2015
Medical Certificate of Fitness Applications received	18 153	16 667
Pneumoconiosis x-rays processed	21 097	22 193
Pneumoconiosis Medical Certificates issued	18 064	21 108
Pneumoconiosis cases identified	33	20
Number of cases deferred	3 308	1 051
Monetary Value of Pneumoconiosis certificate application received (US\$)	\$181 530	\$166 670
Monetary Value of Pneumoconiosis certificate application received	0	0
Bureau Meetings	144	61
Payment of Medical Bureau Doctors (Expenses) (US\$)	\$57 908	\$60 799.94
Revenue after paying Medical Bureau Doctors	\$123 722	\$105 888.05

6.14.3 Pneumoconiosis Analysis by Sector

Mining operations dominated the number of pneumoconiosis cases identified. Silica dust exposure appeared to be the dominant mineral dust causing pneumoconiosis. There is therefore need to increase the number of initiatives on occupational safety and health especially in the mining sector.

Table 6.11: Pneumoconiosis Cases by Sector

ORGANIZATION	SECTOR	ACTIVE MINERAL/ PRINCIPAL MINERAL	NUMBER OF CASES IDENTIFIED
Golden Valley Mine	Mining	Silica	2
Jena Mine	Mining	Silica	1
Zimbabwe Base Metals	Mining	Silica	1
Zimasco Mine	Mining	Silica	1
Dalny Mine	Mining	Silica	1
Zimbabwe Bata Co.	Manufacturing	Heavy metals	1
Zimplats	Mining	Platinum	2
Forbes & Thompson	Mining	Gold & silica	1
Gaths Mine	Mining	Asbestos	1
Shamva Mine	Mining	Gold & silica	2
Pomona Quarrying	Quarrying	Silica	2
Gold Star Sugars	Processing	Coal	1
ZPC Hwange	Electricity Generation	Coal	1
Mimosa Mine	Mining	Platinum	1
Jessie Mine	Mining	Gold & silica	1
Hwange Coal & Gasification	Mining	Gold & silica	1
Total			20

6.14 Key Findings

- Teach-ins increased by 15% in 2016 compared to 2015.
- Certification of OSHMS increased in 2016 by 80%. Harare recorded the highest number of certifications, followed by Gweru.
- Surveys increased in 2016 by 48% compared to those done in 2015.
- Inspections (5258) declined by 16% in 2016 as compared to 6147 in the previous year.
- The number of working elevators (951) declined by 21% as compared to 1208 in 2015. Most of the registrations were replacements of old ones in the same old shaft.
- Mining operations had the highest number of pneumoconiosis cases with silica dust exposure dominating as the lead cause of pneumoconiosis.

Appendix A: Tables

Table A1: Insured labour, Injuries and Incidence Rates by Age Group and Region, 2016

Age Group	HARARE	BULAWAYO	GWERU	MUTARE	MASVINGO	CHINHOYI	Total
< 15	159	5	2	3	6	89	264
15-19	843	213	59	302	90	149	1,656
20-24	15,394	3,391	1,211	3,289	1,962	1,798	27,045
25-29	44,580	9,185	3,348	5,945	3,930	4,754	71,742
30-34	71,851	13,336	5,247	11,317	6,226	7,634	115,611
35-39	72,586	13,419	5,307	13,039	7,537	7,553	119,441
40-44	79,987	14,696	5,762	12,607	9,019	7,395	129,466
45-49	70,191	14,735	5,109	9,706	6,362	6,487	112,590
50-54	30,242	9,046	2,423	4,972	2,953	2,951	52,587
55-59	24,030	7,417	2,341	4,033	2,769	2,277	42,867
60-64	12,759	3,524	1,265	2,134	1,754	1,305	22,741
65+	28,381	5,159	2,780	6,261	1,396	2,745	46,722
Total	451,003	94,126	34,854	73,608	44,004	45,137	742,732
Injuries							
< 15	1	-	-	1	-	3	5
15-19	17	9	1	9	4	2	42
20-24	164	128	34	47	12	32	417
25-29	314	190	40	77	24	60	705
30-34	392	207	67	69	33	80	848
35-39	363	196	64	85	28	77	813
40-44	357	178	53	96	38	65	787
45-49	267	145	44	66	31	35	588
50-54	126	107	24	35	9	21	322
55-59	70	95	10	26	8	14	223
60-64	41	47	19	5	6	8	126
65+	17	10	1	6	6	6	46
Total	2,129	1,312	357	522	199	403	4,922
Incidence Rate							
< 15	6.29	-	-	333.33	-	33.71	18.94
15-19	20.17	42.25	16.95	29.80	44.44	13.42	25.36
20-24	10.65	37.75	28.08	14.29	6.12	17.80	15.42
25-29	7.04	20.69	11.95	12.95	6.11	12.62	9.83
30-34	5.46	15.52	12.77	6.10	5.30	10.48	7.33
35-39	5.00	14.61	12.06	6.52	3.72	10.19	6.81
40-44	4.46	12.11	9.20	7.61	4.21	8.79	6.08
45-49	3.80	9.84	8.61	6.80	4.87	5.40	5.22
50-54	4.17	11.83	9.91	7.04	3.05	7.12	6.12
55-59	2.91	12.81	4.27	6.45	2.89	6.15	5.20

60-64	3.21	13.34	15.02	2.34	3.42	6.13	5.54
65+	0.60	1.94	0.36	0.96	4.30	2.19	0.98
Total	4.7	13.9	10.2	7.1	4.5	8.9	6.6

Table A2: Incidence Rates by Marital Status and Sex, 2016

Marital Status	Male			Female			Total		
	Insured Labour	Injuries	IR	Insured Labour	Injuries	IR	Insured Labour	Injuries	IR
Single	279,284	772	2.8	92,277	255	2.8	371,561	1,027	2.8
Married	295,145	3,428	11.6	58,547	302	5.2	353,692	3,730	10.5
Widowed	1,866	44	23.6	5,703	70	12.3	7,569	114	15.1
Divorced	4,873	30	6.2	4,539	21	4.6	9,412	51	5.4
Not stated	355	-	-	143	-	0.0	498	-	-
Total	581,523	4,274	7.3	161,209	648	4.0	742,732	4,922	6.6

(a) Table A 3a: Percentage Distribution of Injured Persons by Number of Dependants and Marital Status, 2016

Dependants Grouping	Marital Status				Total
	Single	Married	Widowed	Divorced	
0	64.1%	30.0%	4.7%	1.3%	100.0%
1 - 2	9.4%	87.2%	2.0%	1.4%	100.0%
3 - 4	2.9%	95.4%	1.2%	0.4%	100.0%
5 - 6	1.4%	98.1%	0.3%	0.3%	100.0%
7 - 8	7.4%	92.6%	0	0	100.0%
9+	0	70.0%	0	30.0%	100.0%
Total	20.9%	75.8%	2.3%	1.0%	100.0%

(b) Table A3b: Distribution of Injured Persons by Number of Dependants and Marital Status, 2016

Dependants Grouping	Marital Status				Total
	Single	Married	Widowed	Divorced	
0	813	380	59	16	1,268
1 - 2	162	1,508	35	25	1,730
3 - 4	45	1,457	19	6	1,527
5 - 6	5	353	1	1	360
7 - 8	2	25	-	-	27
9+	-	7	-	3	10
Total	1,027	3,730	114	51	4,922

Table A 4: Mean Earnings (US\$) per Month and Injury Incidence Rate by Age Group, 2016

Age Group	Mean Earnings	Number	Incidence Rate per 1000
<15	339.80	5	18.94
15-19	190.43	42	25.36
20-24	266.11	417	15.42
25-29	316.75	705	9.83
30-34	334.76	848	7.33
35-39	351.78	813	6.81
40-44	384.28	787	6.1
45-49	438.80	588	5.2
50-54	463.61	322	6.1
55-59	500.81	223	5.2
60-64	451.03	126	5.5
65+	337.58	46	1.0
Total	365	4,922	6.6

Table A 5: Mean Earnings (US\$) per Month and Number Injured by Industrial Sector, 2016

Industrial Sector	Mean Earnings	Insured Labour	Number of Injuries	Incidence Rate
Agriculture	166	118,378	628	5.3
Basic Metal Production	299	5,815	97	16.7
Building & Construction	456	33,932	115	3.4
Chemicals & Petroleum Products	324	13,576	54	4.0
Commerce & Distribution	319	127,682	677	5.3
Communication	641	12,073	59	4.9
Electricity Production	718	11,573	170	14.7
Fabricated Metal Products Machinery	382	25,033	245	9.8
Finance Insurance Real Estate & Business Services	622	47,981	169	3.5
Food Drink Tobacco Processing	332	44,154	477	10.8
Forestry	170	6,304	40	6.3
Local Authorities	490	29,811	426	14.3
Mining and Quarrying	391	51,090	640	12.5
Non-metallic mineral Products	448	8,240	87	10.6
Other Manufacturing	521	1,651	47	28.5
Paper, Printing & Publishing	359	7,696	6	0.8
Personal Services	349	131,757	41	0.3
Textile & Leather	285	18,971	549	28.9
Transport & Storage	427	26,154	67	2.6
Wood & Wood Products	224	12,810	230	18.0
Not Stated	-	8,051	98	12.2
Total	365	742,732	4,922	6.6

Table A 6: Incidence Rates by Industrial Sector and Sex, 2016

Industrial Sector	MALES			FEMALES			NOT STATED			Total		
	Insured Labour	Injuries	IR	Insured Labour	Injuries	IR	Insured Labour	Injuries	IR	Insured Labour	Injuries	IR
Agriculture	87,726	473	5.4	30652	155	5.1	-	-	-	118,378	628	5.3
Basic Metal Production	5,481	95	17.3	334	2	6.0	-	-	-	5,815	97	16.7
Building Construction	31,821	113	3.6	2111	2	0.9	-	-	-	33,932	115	3.4
Chemicals Petroleum Products	11,731	53	4.5	1844	1	0.5	1	-	-	13,576	54	4.0
Commerce Distribution	91,339	559	6.1	36342	118	3.2	1	-	-	127,682	677	5.3
Communication	9,209	52	5.6	2864	7	2.4	-	-	-	12,073	59	4.9
Electricity Production	10,102	151	14.9	1471	19	12.9	-	-	-	11,573	170	14.7
Fabricated Metal Products	23,034	239	10.4	1999	6	3.0	-	-	-	25,033	245	9.8
Machinery	30,923	142	4.6	17057	27	1.6	1	-	-	47,981	169	3.5
Finance Insurance Real Estate Business Services	38,398	435	11.3	5756	42	7.3	-	-	-	44,154	477	10.8
Food Drink Tobacco Processing	4,867	38	7.8	1437	2	1.4	-	-	-	6,304	40	6.3
Forestry	21,586	306	14.2	8225	120	14.6	-	-	-	29,811	426	14.3
Local Authorities	47,704	623	13.1	3386	17	5.0	-	-	-	51,090	640	12.5
Mining Quarrying	7,624	46	6.0	614	1	1.6	2	-	-	8,240	47	5.7
Non Metallic Mineral Products	1,184	6	5.1	467	0	0.0	-	-	-	1,651	6	3.6
Other Manufacturing	6,115	36	5.9	1581	5	3.2	-	-	-	7,696	41	5.3
Paper Printing Publishing	96,502	445	4.6	35253	104	3.0	2	-	-	131,757	549	4.2
Personal Services	14,351	62	4.3	4620	5	1.1	-	-	-	18,971	67	3.5
Textile Leather	23,066	308	13.4	3088	9	2.9	-	-	-	26,154	317	12.1
Transport Storage	11,610	92	7.9	1200	6	5.0	-	-	-	12,810	98	7.7
Wood Wood Products	7,150	-	-	901	0	-	-	-	-	8,051	-	-
Not Stated	581,523	4,274	7	161,202	648	4	7	-	-	742,732	4,922	7
Total	581,523	4,274	7	161,202	648	4	7	-	-	742,732	4,922	7

Table A 7: Distribution of Injured Population by Industrial Sector and Region, 2016

Industrial Sector	Region	Total
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	Harare	Bulawayo	Gweru	Mutare	Masvingo	Chinhoyi	
Agriculture	296	28	16	147	49	92	628
Forestry	4	-	-	36	-	-	40
Mining and Quarrying	141	223	75	14	43	144	640
Food Drink Tobacco Processing	259	138	11	47	7	15	477
Textile & Leather	34	20	4	1	-	8	67
Wood & Wood Products	16	9	1	72	-	-	98
Paper, Printing & Publishing	27	7	2	4	-	1	41
Chemicals & Petroleum Products	40	11	-	-	-	3	54
Non-metallic mineral Products	30	14	3	-	-	-	47
Basic Metal Production	14	36	47	-	-	-	97
Fabricated Metal Products Machinery	76	143	10	12	-	4	245
Other Manufacturing	4	1	-	-	-	1	6
Electricity Production	58	44	29	14	11	14	170
Building & Construction	35	42	7	9	5	17	115
Finance Insurance Real Estate & Business Services	89	58	5	7	3	7	169
Commerce & Distribution	347	189	29	56	21	35	677
Transport & Storage	143	58	5	5	7	12	230
National Railways	13	61	2	7	4	-	87
Local Authorities	173	113	53	40	21	26	426
Personal Services	309	100	47	51	24	18	549
Communication	21	17	11	-	4	6	59
Total	2,129	1,312	357	522	199	403	4,922

Table A 8: Percentage Distribution of Injured Persons by Industrial Sector and Occupational Group,

Industrial Sector	Occupation										Total
	Professional, technical and related workers	Administrative and managerial	Clerical and related	Sales	Service	Agricultural, animal husbandry and forestry	Mining and quarrying	Production and related	Transport and equipment operators	Workers N.E.C	
Agriculture	34	6	9	5	68	307	7	160	29	3	628
Forestry	3	0	1	0	0	21	0	14	1	0	40
Mining and Quarrying	106	4	3	3	29	13	358	80	41	3	640
Food Drink Tobacco Processing	57	6	13	34	25	44	0	252	46	0	477
Textile & Leather	5	3	3	4	4	1	2	42	3	0	67
Wood & Wood Products	10	0	2	2	5	35	0	40	4	0	98
Paper, Printing & Publishing	5	2	2	3	1	1	0	16	11	0	41
Chemicals & Petroleum Products	6	0	0	2	1	1	1	38	4	1	54
Non-metallic mineral Products	10	1	2	0	2	1	2	27	2	0	47
Basic Metal Production	28	0	0	3	3	2	8	51	2	0	97
Fabricated Metal Products Machinery	46	1	2	3	7	6	3	162	12	3	245
Other Manufacturing	1	0	1	0	0	0	0	2	0	2	6
Electricity Production	74	1	4	4	5	4	0	16	1	61	170
Building & Construction	18	1	2	1	4	11	7	55	13	3	115
Finance Insurance Real Estate & Business Services	16	17	20	1	22	3	1	63	25	1	169
Commerce & Distribution	40	21	17	87	153	26	3	287	36	7	677
Transport & Storage	57	1	1	0	12	0	1	42	114	2	230
National Railways	13	0	0	2	15	0	0	13	41	3	87
Local Authorities	67	10	9	2	153	22	4	116	12	31	426
Personal Services	67	21	15	5	328	17	6	61	29	0	549
Communication	12	2	3	4	6	3	0	7	5	17	59
Total	675	97	109	165	843	518	403	1544	431	137	4922

Table A 9: Percentage Distribution of Injured Persons by Industrial Sector and Agency of Accident, 2016

Industrial Sector	Agency of Accident																														Total	
	Prime Movers Except Electrical Motors	Transmission Machinery	Metal Working Machines	Wood and Assimilated Machines	Agricultural Machines	Mining Machinery	Other Machines N.E.C	Lifting Machines and Appliances	Pressured Vessels	Furnaces Ovens and Kilns	Electrical Installations Including Electrical Motors	Other Equipment N.E.C	Electric Hand Tools	Hand Tools Not Power Driver	Power Drive Hand Tools (Pneumatic)	Ladders Mobile Ramps	Other N.E.C	Means of Rail Transport	Other Wheeled Means of Transport	Means of Air Transport	Means of Water Transport	Other Means of Transport	Chemical Stress Factors	Other Substances, Materials and Objects N.E.C	Physical Stress Factors	Biological Stress Factors	Egonomical Stress Factors	Working Surfaces and Obstacles (Outdoor)	Working Surfaces and Obstacles (Indoor)	Working Surface and Obstacles (Underground)		Other Agencies
Agriculture	1	13	5	6	14	1	14	7	6	2	3	4	6	45	1	5	8	1	14	8	1	2	2	9	33	8	15	20	44	39	2	16
Forestry	0	0	0	8	0	0	1	1	1	0	0	2	1	3	0	0	0	0	12	0	0	0	0	3	1	0	0	2	0	0	5	
Mining and Quarrying	1	14	10	2	0	56	15	11	6	1	2	6	8	29	5	7	6	22	41	0	0	3	31	62	13	0	25	19	17	28	20	
Food Drink Tobacco Processing	2	24	20	1	4	0	29	8	3	4	4	6	3	34	1	5	1	1	72	0	0	0	9	23	8	0	31	19	48	3	11	
Textile & Leather	0	7	2	0	0	0	5	0	0	1	0	0	3	5	1	1	0	0	2	0	0	0	3	6	0	0	6	1	6	0	18	
Wood & Wood Products	0	3	2	14	2	2	1	1	0	0	0	1	6	3	0	1	1	0	13	0	0	0	0	4	2	0	4	2	8	3	25	
Paper, Printing & Publishing	0	1	5	0	0	0	7	0	0	0	0	1	0	1	1	0	0	0	16	0	0	0	1	2	0	0	1	1	1	0	3	

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Table A9 Continued

Chemicals & Petroleum Products	0	2	4	0	0	0	4	0	1	0	0	0	0	0	0	1	1	0	10	0	0	0	3	6	0	0	6	1	3	0	12	54
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Non-metallic mineral Products	0	1	1	0	0	0	4	1	0	0	2	0	0	3	0	0	1	0	1	0	0	0	0	4	2	0	3	3	6	0	15	47
Basic Metal Production	0	3	5	0	1	3	5	4	3	7	0	0	2	8	0	1	1	0	6	0	0	1	1	5	0	0	14	2	4	1	20	97
Fabricated Metal Products	0	2	5	1	1	1	12	1	4	1	1	4	9	15	0	1	2	5	10	0	0	1	7	14	2	0	21	6	17	1	91	245
Machinery	0	0	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2	6
Other Manufacturing	1	4	1	0	0	0	2	1	2	0	5	4	3	12	1	8	3	0	31	0	0	1	7	6	10	0	6	9	13	0	30	170
Electricity Production	1	0	0	5	0	1	1	8	0	1	1	0	4	4	0	4	1	1	14	0	0	0	0	4	0	0	7	12	8	0	38	115
Building & Construction	0	6	2	2	0	0	5	6	4	0	0	2	0	5	0	2	0	0	44	0	0	0	2	16	0	0	13	9	19	0	32	169
Finance Insurance Real Estate & Business Services	0	13	12	18	1	1	43	9	3	2	9	5	5	39	0	2	3	2	80	0	0	3	15	45	9	1	49	27	81	4	176	677
Commerce & Distribution	2	4	4	0	0	0	2	2	6	0	1	1	4	3	0	0	0	1	72	0	0	1	9	7	2	1	13	5	22	0	68	230
Transport & Storage	2	1	3	0	0	0	1	3	1	0	0	0	0	2	0	1	2	16	8	1	0	0	1	2	0	0	7	1	4	0	31	87
National Railways	2	8	5	1	1	1	3	2	4	0	3	2	0	34	0	3	3	1	59	1	0	0	15	16	4	0	16	24	48	2	168	426
Local Authorities	1	7	5	4	4	1	5	4	1	1	1	2	6	23	0	7	4	0	215	1	1	2	7	12	5	0	19	21	47	3	140	549
Personal Services	0	0	1	0	0	0	0	1	1	0	1	1	0	3	0	5	1	0	22	0	0	1	0	2	1	0	3	0	2	0	14	59
Communication	13	113	94	63	28	67	15	7	4	2	4	4	8	271	0	4	38	50	876	4	3	15	120	272	67	17	264	208	394	47	1365	492
Total																																2

Table A 10 (a): Percentage Distribution of Injured Persons by Nature of Injury and Age Group, 2016

Nature of Injury	Age (Banded)														Total
	<15	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65 - 69	70 - 74	75+	
Tuberculosis	-	-	-	2	1	3	1	4	1	1	1	-	-	-	14
Pneumoconiosis	-	-	-	1	1	2	2	4	-	1	-	1	2	-	14
Others	-	-	2	5	8	8	5	5	-	1	1	-	-	-	35
Effects of radiation, X-rays etc	-	-	-	-	-	1	1	1	-	-	-	-	-	-	3
Electric current, lighting and fire	-	-	2	7	7	4	7	-	2	-	-	-	-	-	29
Poisoning, infection, indigestion, inhalation etc	-	1	4	8	11	9	10	5	-	1	-	-	-	-	49
Asphyxiation, drowning or strangulation	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1
Bites	-	-	2	7	11	11	20	14	7	2	3	1	-	-	78
Cuts, abrasion, bruises, lacerations	1.0	8	125	191	227	169	189	119	67	39	23	6	1	-	1,165
Contusions, crushings, blisters, haematoma, swellings	1.0	9	84	141	182	186	195	108	50	44	26	5	2	-	1,033
Burns from objects, radiation, chemicals etc	-	1	14	27	27	24	16	10	7	4	3	1	-	-	134
Arc eyes	-	-	4	12	6	2	6	6	5	5	1	1	-	-	48
Foreign bodies, fragments or particles	-	-	11	5	13	20	16	14	5	4	1	1	-	-	90
Stains, spains	-	6	39	73	86	75	65	68	52	27	12	3	1	-	507
Gun wounds	-	-	-	-	2	1	-	-	2	-	-	-	-	-	5
Dental injury	-	-	-	1	1	2	1	-	-	-	-	-	-	-	5
Concussion	-	-	-	-	-	1	-	1	-	-	-	-	-	-	2
Paralysis	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1
Dislocation	-	-	2	15	14	18	9	6	5	6	-	-	-	-	75
Stress	-	-	-	-	2	2	-	1	-	-	-	-	-	-	5
Fractures	-	2	11	22	25	39	30	23	19	12	4	2	-	1	190
Amputation	-	-	4	6	2	4	4	5	-	-	-	-	-	-	25
Loss of sight	-	-	-	-	-	-	2	2	-	1	1	1	-	-	7
Loss of hearing	-	1	-	-	4	1	7	6	4	5	6	-	-	-	34
Loss of feeling	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1
Multiple injuries	-	1	3	1	9	5	6	7	2	-	1	-	-	-	35
No injury to body part but articles	-	-	1	-	2	-	2	1	-	1	-	-	-	-	7
Lack of data	-	-	-	2	3	1	-	4	1	-	-	-	-	-	11
Loss of teeth	-	1	2	-	1	3	1	1	1	1	1	-	-	-	12
Unspecified	3.0	12	104	175	195	214	180	167	87	62	38	7	5	-	1,249
Fatal	-	-	3	3	8	8	11	6	5	6	3	3	1	1	58
Total	5.0	42	417	705	848	813	787	588	322	223	126	32	12	2	4,922

Table A 10 (b): Percentage Distribution of Injured Persons by Nature of Injury and Age Group, 2016

Nature of Injury	Age (Banded)														Total[%]	Total
	<15	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65 - 69	70 - 74	75+		
Tuberculosis	-	-	-	14.3	7.1	21.4	7.1	28.6	7.1	7.1	7.1	-	-	-	100.0	14
Pneumoconiosis	-	-	-	7.1	7.1	14.3	14.3	28.6	-	7.1	-	7.1	14.3	-	100.0	14
Others	-	-	5.7	14.3	22.9	22.9	14.3	14.3	-	2.9	2.9	-	-	-	100.0	35
Effects of radiation, X-rays etc	-	-	-	-	-	33.3	33.3	33.3	-	-	-	-	-	-	100.0	3
Electric current, lighting and fire	-	-	6.9	24.1	24.1	13.8	24.1	-	6.9	-	-	-	-	-	100.0	29
Poisoning, infection, indigestion, inhalation etc	-	2.0	8.2	16.3	22.4	18.4	20.4	10.2	-	2.0	-	-	-	-	100.0	49
Asphyxiation, drowning or strangulation	-	-	-	100.0	-	-	-	-	-	-	-	-	-	-	100.0	1
Bites	-	-	2.6	9.0	14.1	14.1	25.6	17.9	9.0	2.6	3.8	1.3	-	-	100.0	78
Cuts, abrasion, bruises, lacerations	0.1	0.7	10.7	16.4	19.5	14.5	16.2	10.2	5.8	3.3	2.0	0.5	0.1	-	100.0	1,165
Contusions, crushings, blisters, haematoma, swellings	0.1	0.9	8.1	13.6	17.6	18.0	18.9	10.5	4.8	4.3	2.5	0.5	0.2	-	100.0	1,033
Burns from objects, radiation, chemicals etc	-	0.7	10.4	20.1	20.1	17.9	11.9	7.5	5.2	3.0	2.2	0.7	-	-	100.0	134
Arc eyes	-	-	8.3	25.0	12.5	4.2	12.5	12.5	10.4	10.4	2.1	2.1	-	-	100.0	48
Foreign bodies, fragments or particles	-	-	12.2	5.6	14.4	22.2	17.8	15.6	5.6	4.4	1.1	1.1	-	-	100.0	90
Stains, spains	-	1.2	7.7	14.4	17.0	14.8	12.8	13.4	10.3	5.3	2.4	0.6	0.2	-	100.0	507
Gun wounds	-	-	-	-	40.0	20.0	-	-	40.0	-	-	-	-	-	100.0	5
Dental injury	-	-	-	20.0	20.0	40.0	20.0	-	-	-	-	-	-	-	100.0	5
Concussion	-	-	-	-	-	50.0	-	50.0	-	-	-	-	-	-	100.0	2
Paralysis	-	-	-	-	-	-	-	-	-	-	100.0	-	-	-	100.0	1
Dislocation	-	-	2.7	20.0	18.7	24.0	12.0	8.0	6.7	8.0	-	-	-	-	100.0	75
Stress	-	-	-	-	40.0	40.0	-	20.0	-	-	-	-	-	-	100.0	5
Fractures	-	1.1	5.8	11.6	13.2	20.5	15.8	12.1	10.0	6.3	2.1	1.1	-	0.5	100.0	190
Amputation	-	-	16.0	24.0	8.0	16.0	16.0	20.0	-	-	-	-	-	-	100.0	25
Loss of sight	-	-	-	-	-	-	28.6	28.6	-	14.3	14.3	14.3	-	-	100.0	7
Loss of hearing	-	2.9	-	-	11.8	2.9	20.6	17.6	11.8	14.7	17.6	-	-	-	100.0	34
Loss of feeling	-	-	-	-	-	-	100.0	-	-	-	-	-	-	-	100.0	1
Multiple injuries	-	2.9	8.6	2.9	25.7	14.3	17.1	20.0	5.7	-	2.9	-	-	-	100.0	35
No injury to body part but articles	-	-	14.3	-	28.6	-	28.6	14.3	-	14.3	-	-	-	-	100.0	7
Lack of data	-	-	-	18.2	27.3	9.1	-	36.4	9.1	-	-	-	-	-	100.0	11
Loss of teeth	-	8.3	16.7	-	8.3	25.0	8.3	8.3	8.3	8.3	8.3	-	-	-	100.0	12
Unspecified	0.2	1.0	8.3	14.0	15.6	17.1	14.4	13.4	7.0	5.0	3.0	0.6	0.4	-	100.0	1,249
Fatal	-	-	5.2	5.2	13.8	13.8	19.0	10.3	8.6	10.3	5.2	5.2	1.7	1.7	100.0	58
Total	0.1	0.9	8.5	14.3	17.2	16.5	16.0	11.9	6.5	4.5	2.6	0.7	0.2	0.0	100.0	4,922

Table A 11: Percentage Distribution of Injured Persons by Nature of Injury and Body Part, 2016

Nature of Injury	Body parts								Total	
	Eyeball, Orbit and Optic nerve	Head and Neck	Trunk	Upper limbs	Fingers	Lower limbs	Multiple injuries	General	%	Number
Tuberculosis	0.0	0.0	42.9	0.0	0.0	7.1	0.0	50.0	10.0	14
Pneumoconiosis	0.0	0.0	85.7	0.0	0.0	0.0	0.0	14.3	10.0	14
Others	11.4	8.6	5.7	17.1	2.9	0	5.7	28.6	10.0	35
Effects of radiation, X-rays etc	0.0	7.7	33.3	0.0	0.0	0.0	0.0	0.0	10.0	3
Electric current, lighting and fire	10.3	1	6.9	20.7	0.0	0.0	2	17.1	10.0	29
Poisoning, infection, indegestion, inhalation etc	14.3	8.2	22.4	2.0	2.0	6	4.1	18.1	10.0	49
Asphyxiation, drowning or strangulation	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	10.0	1
Bites	2.6	3.8	3.8	24.4	10.3	2	6.4	11.1	10.0	78
Cuts, abration, bruises, lacerations	2.6	8.1	2.4	12.9	60.9	1	2.2	0.8	10.0	1,165
Contusions, crushings, blisters, haematoma, swellings	1.7	1	11.8	14.9	28.4	3	6.4	0.4	10.0	1,033
Burns from objects, radiation, chemicals etc	6.0	9.0	10.4	29.9	9.0	1	9.0	3.7	10.0	134
Arc eyes	97.9	0.0	0.0	2.1	0.0	0.0	0.0	0.0	10.0	48
Foreign bodies, fragments or particles	83.3	6.7	2.2	1.1	5.6	1.1	0.0	0.0	10.0	90
Stains, spains	0.0	3.0	39.8	13.6	3.6	9	1.2	0.0	10.0	507
Gun wounds	0.0	0	0.0	40.0	20.0	0	0.0	0.0	10.0	5
Dental injury	0.0	80.0	20.0	0.0	0.0	0.0	0.0	0.0	10.0	5
Concussion	0.0	50.0	0	0.0	50.0	0.0	0.0	0.0	10.0	2
Paralysis	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	10.0	1
Dislocation	0.0	2.7	9.3	34.7	4.0	0	1.3	0.0	10.0	75
Stress	0.0	20.0	20.0	20.0	0.0	0	0.0	20.0	10.0	5
Fractures	0.0	3.2	7.4	17.9	9.5	4	3.2	58.1	10.0	190
Amputation	0.0	0.0	0.0	0.0	96.0	4.0	0.0	0.0	10.0	25
Loss of sight	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.0	7
Loss of hearing	2.9	94.1	0.0	0.0	0.0	0.0	0.0	2.9	10.0	34
Loss of feeling	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	10.0	1
Multiple injuries	0.0	17.1	14.3	0.0	2.9	2.9	9	62.1	10.0	35
No injury to body part but articles	0.0	1	14.3	57.1	0.0	0.0	3	14.1	10.0	7
Lack of data	0.0	91.1	0.0	27.3	36.4	0.0	9.1	2	10.0	11
Loss of teeth	8.3	7	0.0	0.0	0.0	0.0	0.0	0.0	10.0	12
Unspecified	8.9	11.4	14.5	25.8	0.2	1	2	51.1	10.0	1,249
Fatal	0.0	12.1	0.0	6.9	15.5	5.2	8.6	7	10.0	58
Total	6.4	9.7	12.5	17.1	22.6	20.4	7.1	4.2	100	4,922

Table A 12: Percentage Distribution of Injured Persons by Nature of Injury and Place, 2016

Nature of Injury	Place									Total	
	Fields, bushes, forests, gardens, sports grounds and related	Public roads and streets including railway lines	Private roads and streets	Waterways, dams and related places	Airfields, airports and air routes	Inside buildings, living or working places	Fenced areas, yards, boarding, loading and related places	Warehouse workshops, factories, foundries, brickfields	Building and constructing sites including roads, bridges		Total (%)
Tuberculosis	78.57	0	0	7.1	0	14.29	0	0	0	100	14
Pneumoconiosis	78.57	0	0	0	0	21.43	0	0	0	100	14
Others	22.86	34	0	0	0	20	2.9	11.43	8.6	100	35
Effects of radiation, X-rays etc.	0	0	0	0	0	33.33	0	33.33	33	100	3
Electric current, lighting and fire	17.24	6.9	0	0	0	41.38	0	27.59	6.9	100	29
Poisoning, infection, indigestion, inhalation etc.	28.57	4.1	0	4.1	0	40.82	2	20.41	0	100	49
Asphyxiation, drowning or strangulation	100	0	0	0	0	0	0	0	0	100	1
Bites	32.05	14	0	0	0	29.49	18	5.128	1.3	100	78
Cuts, abrasion, bruises, lacerations	24.12	7.6	0.3	0.8	0.3	30.9	6.9	26.78	2.3	100	1165
Contusions, crushings, blisters, haematoma, swellings	18.1	20	1.2	0.5	0	19.36	7.2	31.07	2.4	100	1033
Burns from objects, radiation, chemicals etc	19.4	2.2	0	0	0	44.03	3	26.87	4.5	100	134
Arc eyes	10.42	0	0	0	0	12.5	0	75	2.1	100	48
Foreign bodies, fragments or particles	17.78	6.7	0	1.1	0	31.11	4.4	35.56	3.3	100	90
Stains, spains	26.82	13	2.6	0.4	0	24.26	8.3	21.5	3.6	100	507
Gun wounds	0	20	20	0	0	40	0	20	0	100	5
Dental injury	20	0	0	0	0	40	0	40	0	100	5
Concussion	50	50	0	0	0	0	0	0	0	100	2
Paralysis	100	0	0	0	0	0	0	0	0	100	1
Dislocation	32	12	0	0	0	29.33	12	9.333	5.3	100	75
Stress	60	20	0	0	0	20	0	0	0	100	5
Fractures	26.84	31	2.1	0	0.5	15.79	7.4	14.21	2.6	100	190
Amputation	24	4	0	0	0	16	4	52	0	100	25
Loss of sight	28.57	0	0	14	0	42.86	0	14.29	0	100	7
Loss of hearing	38.24	0	0	8.8	0	20.59	2.9	29.41	0	100	34
Loss of feeling	0	100	0	0	0	0	0	0	0	100	1
Multiple injuries	20	57	0	0	0	8.571	2.9	2.857	8.6	100	35
No injury to body part but articles	14.29	14	0	0	0	42.86	0	28.57	0	100	7
Lack of data	27.27	27	9.1	0	0	18.18	9.1	9.091	0	100	11
Loss of teeth	33.33	0	8.3	8.3	0	25	8.3	16.67	0	100	12
Unspecified	25.3	26	0.7	0.8	0	25.78	8.8	10.65	2.4	100	1249
Fatal	24.14	52	1.7	1.7	0	5.172	5.2	5.172	5.2	100	58
Total	23.83	17	0.9	0.7	0.1	25.42	7.3	21.86	2.7	100	4922

Table A 13: Percentage Distribution of Injured Persons by Nature of Injury and Occupational Group, 2016

Nature of Injury	Occupation										Total (%)	Number
	Professional, technical and related workers	Administrative and managerial	Clerical and related	Sales	Service	Agricultural, animal husbandry and forestry	Mining and quarrying	Production and related	Transport and equipment operators	Workers N.E.C		
Tuberculosis	7.14	0.00	0.00	0.00	7.14	0.00	50.00	14.29	21.43	0.00	100	14
Pneumoconiosis	14.29	0.00	0.00	0.00	0.00	0.00	78.57	7.14	0.00	0.00	100	14
Others	2.86	2.86	2.86	2.86	5.71	14.29	8.57	17.14	42.86	0.00	100	35
Effects of radiation, X-rays etc	66.67	0.00	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	100	3
Electric current, lighting and fire	31.03	0.00	0.00	6.90	13.79	0.00	0.00	41.38	3.45	3.45	100	29
Poisoning, infection, indigestion, inhalation etc	14.29	2.04	2.04	2.04	18.37	14.29	8.16	28.57	10.20	0.00	100	49
Asphyxiation, drowning or strangulation	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100	1
Bites	7.69	2.56	0.00	1.28	46.15	12.82	1.28	2.56	19.23	6.41	100	78
Cuts, abrasion, bruises, lacerations	12.02	1.20	1.89	3.43	13.82	11.16	8.07	40.17	5.67	2.58	100	1165
Contusions, crushings, blisters, haematoma, swellings	15.10	2.23	1.45	2.71	17.23	10.26	5.32	35.33	6.97	3.39	100	1033
Burns from objects, radiation, chemicals etc	23.88	0.00	0.00	1.49	20.90	4.48	6.72	36.57	5.22	0.75	100	134
Arc eyes	37.50	0.00	2.08	2.08	0.00	2.08	2.08	45.83	6.25	2.08	100	48
Foreign bodies, fragments or particles	15.56	0.00	3.33	2.22	5.56	13.33	1.11	53.33	2.22	3.33	100	90
Stains, spains	17.75	2.56	3.16	3.94	15.58	11.05	8.68	27.22	7.30	2.76	100	507
Gun wounds	20.00	0.00	0.00	0.00	0.00	20.00	20.00	0.00	20.00	20.00	100	5
Dental injury	20.00	0.00	0.00	0.00	20.00	0.00	20.00	40.00	0.00	0.00	100	5
Concussion	0.00	0.00	0.00	0.00	50.00	0.00	50.00	0.00	0.00	0.00	100	2
Paralysis	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100	1
Dislocation	18.67	2.67	8.00	6.67	12.00	13.33	4.00	18.67	12.00	4.00	100	75
Stress	0.00	0.00	20.00	0.00	0.00	40.00	0.00	40.00	0.00	0.00	100	5
Fractures	13.16	6.84	4.21	3.68	18.42	14.74	10.00	20.00	7.37	1.58	100	190
Amputation	8.00	0.00	8.00	0.00	4.00	28.00	12.00	40.00	0.00	0.00	100	25
Loss of sight	0.00	14.29	14.29	14.29	14.29	14.29	14.29	14.29	0.00	0.00	100	7
Loss of hearing	14.71	0.00	2.94	0.00	2.94	5.88	29.41	29.41	14.71	0.00	100	34
Loss of feeling	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100	1
Multiple injuries	14.29	2.86	5.71	2.86	25.71	14.29	2.86	5.71	20.00	5.71	100	35
No injury to body part but articles	14.29	0.00	0.00	0.00	0.00	28.57	14.29	0.00	42.86	0.00	100	7
Lack of data	0.00	0.00	0.00	0.00	36.36	9.09	9.09	18.18	27.27	0.00	100	11
Loss of teeth	0.00	0.00	0.00	0.00	25.00	8.33	8.33	41.67	16.67	0.00	100	12
Unspecified	11.21	1.76	2.16	4.00	20.98	9.37	9.69	25.86	11.93	3.04	100	1249
Fatal	5.17	5.17	3.45	5.17	17.24	13.79	15.52	13.79	20.69	0.00	100	58
Total	13.71	1.97	2.21	3.35	17.13	10.52	8.19	31.37	8.76	2.78	100	4922

Table A 14: Percentage Distribution of Injured Persons by Month of Injury, 2016

Month	Total	%
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January	377	7.66
February	459	9.33
March	465	9.45
April	408	8.29
May	436	8.86
June	425	8.63
July	404	8.21
August	372	7.56
September	396	8.05
October	449	9.12
November	407	8.27
December	324	6.58
Total	4922	100

Table A 15: Percentage Distribution of Injured Persons by Type of Accident, 2016

Type grouped	Frequency	Percent
Environmental (effects of ventilation or lighting or dust etc.)	26	0.5
Acts of violence	286	5.8
Falls of persons	805	16.4
Inhalation of harmful substances	39	0.8
Caught in or between objects	262	5.3
Explosives	43	0.9
Road Traffic accidents	688	14
Power Motivated Accidents (not road accidents)	53	1.1
Contact with objects	1098	22.3
Exposure to extreme temperatures, radiation or bacteria/virus	111	2.3
Falls of materials of objects	372	7.6
Contact with electric current, lightning, fire and chemicals	121	2.5
Overexertion when lifting, pushing or pulling heavy objects	399	8.1
Others	619	12.6
Total	4922	100

Table A 16: Fatal Accidents by Type of Accident, 2016

Type of Accident grouped	Frequency	Percentage
Road Traffic accidents	29	50
Others	7	12
Falls of persons	5	9
Contact with objects	4	7
Acts of violence	4	7
Falls of materials of objects	3	5
Inhalation of harmful substances	2	3
Environmental (effects of ventilation or lighting or dust etc.)	2	3
Contact with electric current, lightning, fire and chemicals	1	2
Power Motivated Accidents (not road accidents)	1	2
Total	58	100

Table A 17: Rehabilitation Centre Monthly Admissions and Discharges, 2016

Month	Admissions		Discharges	
	Frequency	Percentage	Frequency	Percentage
January	56	14.7	18	4.7
February	33	8.6	39	10.2
March	43	11.3	27	7.1
April	29	7.6	32	8.4
May	28	7.3	28	7.3
June	20	5.2	22	5.8
July	47	12.3	31	8.1
August	29	7.6	34	8.9
September	12	3.1	24	6.3
October	27	7.1	23	6
November	33	8.6	28	7.3
December	25	6.5	76	19.9
Total	382	100	382	100

Table A 18(a): Percentage Disability by Admission Period, 2016

Admission Period	Percentage Disability					Total
	0 - 4%	5 - 9%	10 - 19%	20 - 49%	50% +	
1 Month or less	108	37	23	18	5	191
1> - 2 months	25	5	8	7	4	49
2> - 3 months	17	1	2	4	3	27
3> - 6 months	31	6	1	4	3	45
6 months or more	61	2	2	3	2	70
Total	242	51	36	36	17	382

Table A 18(b): Percentage Disability by Admission Period, 2016

Admission Period	Percentage Disability					Total
	0 - 4%	5 - 9%	10 - 19%	20 - 49%	50% +	
1 Month or less	56.50%	19.40%	12.00%	9.40%	2.60%	100.00%
1> - 2 months	51.00%	10.20%	16.30%	14.30%	8.20%	100.00%
2> - 3 months	63.00%	3.70%	7.40%	14.80%	11.10%	100.00%
3> - 6 months	68.90%	13.30%	2.20%	8.90%	6.70%	100.00%
6 months or more	87.10%	2.90%	2.90%	4.30%	2.90%	100.00%
Total	63.40%	13.40%	9.40%	9.40%	4.50%	100.00%

Table A 19: Industrial Sector by Percentage Disability on Admission, 2016

Industrial Sector	Percentage Disability					Total	Number
	0 - 4%	5 - 9%	10 - 19%	20 - 49%	50% +		
Agriculture	81.00%	9.50%	9.50%			100.00%	21
Mining and Quarrying	63.30%	11.70%	11.70%	10.00%	3.30%	100.00%	60
Food, Drink and Tobacco Processing	60.00%	22.50%	7.50%	5.00%	5.00%	100.00%	40
Textile and Leather	81.80%	9.10%		9.10%		100.00%	11
Wood and Wood Products	80.00%				20.00%	100.00%	5
Paper, Printing and Publishing	50.00%	25.00%	25.00%			100.00%	4
Chemicals and Petroleum Products	46.20%	23.10%	15.40%	15.40%		100.00%	13
Non-metallic Mineral Products	55.60%	11.10%	22.20%		11.10%	100.00%	9
Basic Metal Production	50.00%	7.10%	28.60%	7.10%	7.10%	100.00%	14
Fabricated Metal Products and Machinery	63.60%	13.60%	6.80%	13.60%	2.30%	100.00%	44
Other Manufacturing	100.00%					100.00%	1
Electricity Production	57.10%		14.30%	28.60%		100.00%	7
Building and Construction	41.70%	25.00%	20.80%	12.50%		100.00%	24
Finance, Insurance, Real Estate & Business Services	100.00%					100.00%	3
Commerce and Distribution	56.80%	11.40%	9.10%	11.40%	11.40%	100.00%	44
Transport and Storage	71.40%	14.30%		8.60%	5.70%	100.00%	35
Local Authorities	75.00%		6.30%	12.50%	6.30%	100.00%	16
Personal Services	74.10%	11.10%		11.10%	3.70%	100.00%	27
Communication	50.00%	25.00%	25.00%			100.00%	4
Total	63.40%	13.40%	9.40%	9.40%	4.50%	100.00%	382

Table A 20: Percentage Distribution of Nature of Injury on Admission by Region, 2016

Nature of Injury	Region						Total
	Harare	Bulawayo	Gweru	Mutare	Masvingo	Chinhoyi	
Pneumoconiosis			1.90%				0.30%
Others			1.90%				0.30%
Bites		0.40%					0.30%
Cuts, abrasion, bruises, lacerations	12.10%	14.20%	3.80%	9.10%			11.50%
Contusions, crushings, blisters, haematoma, swellings	8.60%	12.90%	7.50%	9.10%		10.00%	11.00%
Burns from objects, radiation, chemicals etc		0.80%	1.90%				0.80%
Arc eyes		0.80%					0.50%
Stains, spains	24.10%	12.50%	13.20%	18.20%	20.00%	30.00%	15.20%
Paralysis		1.30%	1.90%		10.00%		1.30%
Dislocation	3.40%	2.10%	3.80%				2.40%
Fractures	12.10%	10.00%	20.80%	18.20%	30.00%	10.00%	12.60%
Amputation	1.70%	1.70%	3.80%	9.10%			2.10%

Loss of sight			1.90%		10.00%		0.50%
Loss of hearing			3.80%				0.50%
Multiple injuries	5.20%		3.80%	27.30%			2.10%
Loss of teeth		0.40%					0.30%
Unspecified	32.80%	42.90%	30.20%	9.10%	30.00%	50.00%	38.50%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Count	58	240	53	11	10	10	382

Table A 21: Percentage distribution of Nature of Injuries by Admission Period, 2016

Nature of Injury	Admission Period in Months					Total	Frequency
	1 Month or less	1> - 2 months	2> - 3 months	3> - 6 months	6 months or more		
Pneumoconiosis				100.00%		100.00%	1
Others	100.00%					100.00%	1
Bites	100.00%					100.00%	1
Cuts, abrasion, bruises, lacerations	63.60%	13.60%		2.30%	20.50%	100.00%	44
Contusions, crushings, blisters, haematoma, swellings	59.50%	2.40%	4.80%	14.30%	19.00%	100.00%	42
Burns from objects, radiation, chemicals etc	66.70%			33.30%		100.00%	3
Arc eyes	50.00%				50.00%	100.00%	2
Stains, spains	51.70%	8.60%	5.20%	8.60%	25.90%	100.00%	58
Paralysis	20.00%		20.00%	20.00%	40.00%	100.00%	5
Dislocation	33.30%	11.10%	11.10%	22.20%	22.20%	100.00%	9
Fractures	31.30%	12.50%	8.30%	20.80%	27.10%	100.00%	48
Amputation	12.50%	37.50%		37.50%	12.50%	100.00%	8
Loss of sight					100.00%	100.00%	2
Loss of hearing					100.00%	100.00%	2
Multiple injuries	50.00%	50.00%				100.00%	8
Loss of teeth				100.00%		100.00%	1
Unspecified	53.70%	15.60%	10.90%	9.50%	10.20%	100.00%	147
Total	50.00%	12.80%	7.10%	11.80%	18.30%	100.00%	382

Table A 22: Mean percentage disability, Admission Period and Percentage Admissions/Discharges by Nature of injury, 2016

Nature of Injury	Mean Admission Period(days)	Mean Percentage Disability	Admitted	Discharged
Pneumoconiosis	4	1	0.30%	0.30%
Others	1	1	0.30%	0.30%
Bites	1	2	0.30%	0.30%
Cuts, abrasion, bruises, lacerations	2.02	1.7	11.00%	12.20%
Contusions, crushings, blisters, haematoma, swellings	2.31	1.93	11.30%	11.10%
Burns from objects, radiation, chemicals etc	2	2.67	0.80%	1.00%
Arc eyes	3	1	0.50%	0.70%
Stains, spains	2.48	1.57	15.10%	15.30%
Paralysis	3.6	1.6	1.30%	1.40%
Dislocation	2.89	1.44	2.40%	2.80%
Fractures	3	1.73	12.40%	10.80%
Amputation	3	1	2.20%	1.70%
Loss of sight	5	1	0.50%	0.30%
Loss of hearing	5	1	0.50%	0.70%
Multiple injuries	1.5	3.63	1.90%	1.70%
Loss of teeth	4	1	0.30%	0.30%
Unspecified	2.07	1.86	39.00%	38.70%
Total	2.36	1.78	100.00%	100.00%

Table A 23: Nature of Injury by Percentage Disability on Discharge, 2016

Nature of Injury	Percentage Disability					Total	Frequency
	on Discharge						
	0 - 4%	5 - 9%	10 - 19%	20 - 49%	50% +		
Pneumoconiosis	100.00%					100.00%	1
Others	100.00%					100.00%	1
Bites		100.00%				100.00%	1
Cuts, abrasion, bruises, lacerations	65.90%	13.60%	9.10%	6.80%	4.50%	100.00%	44
Contusions, crushings, blisters, haematoma, swellings	54.80%	21.40%	7.10%	9.50%	7.10%	100.00%	42

Burns from objects, radiation, chemicals etc.	33.30%		33.30%	33.30%		100.00%	3
Arc eyes	100.00%					100.00%	2
Stains, sprains	69.00%	12.10%	12.10%	6.90%		100.00%	58
Paralysis	80.00%			20.00%		100.00%	5
Dislocation	77.80%		22.20%			100.00%	9
Fractures	60.40%	16.70%	16.70%	2.10%	4.20%	100.00%	48
Amputation	100.00%					100.00%	8
Loss of sight	100.00%					100.00%	2
Loss of hearing	100.00%					100.00%	2
Multiple injuries		12.50%	25.00%	50.00%	12.50%	100.00%	8
Loss of teeth	100.00%					100.00%	1
Unspecified	62.60%	12.90%	6.10%	12.20%	6.10%	100.00%	147
Total	63.40%	13.40%	9.40%	9.40%	4.50%	100.00%	382

Appendix B: Technical Notes

B1. Occupational Injuries

Sources of Data

(i) Occupational Injuries

The source of occupational injury statistics is the worker's compensation system. The statistics have been compiled from new claims reported for workers compensation made under the Workers' Compensation Scheme (see Statutory Instrument 68 of 1990). The data cover cases classified under occupational injuries and diseases.

(ii) Rehabilitation Statistics

In the last quarter of 1997, the Statistics Section designed two monthly return forms for the purpose of collecting rehabilitation statistics. Although the forms may not be exhaustive, they contain a minimum set of Variables that can be used to analyse rehabilitation statistics.

The first form is the rehabilitation admissions form containing the following variables:

- Region, Claim number, Date of accident, Occupation, Date of birth of the rehabilitee, Sex, Date admitted, I.C. Number and Nature of injury

The second form is the monthly discharge form. In addition to the variables on the monthly admission form, it has the following variables:

- Date of discharge and %age disability on discharge.

Definitions

(i) *Occupational Injury*

An occupational injury is defined as an injury resulting from an accident arising out of and in the course of employment. In our analysis, commuting accidents are excluded.

(ii) *Insured Labour Force for Occupational Injuries*

Insured labour force is the population that is at risk of being injured or contracting an occupational disease. Ideally, this should include all working persons. The population insured under the National Pension Scheme excluding civil servants was taken as the insured labour force.

(iii) *Incidence Rate*

The incidence rate is defined as the number of injuries per 1 000 insured labour force. The insured labour force being the population at risk.

(iv) *Frequency Rates*

For the frequency rate, the number of claims is put in relation to the time during which the workers were exposed to the risk of being injured at work. It is defined as the number of injuries per one million hours of exposure.

(v) *Fatal Occupational Injury Rate*

Fatal occupational injury rates are determined by calculating the number of fatal injuries per 100 000 insured labour force. The rate depicts the risk that certain workers (such as those in a given occupation or industry) have of incurring a fatal injury.

(vi) *Rehabilitation Centre Calculation of Indicators*

Analysis of the Rehabilitation Centre Activities was done using information collected on an Activity Analysis form. The form collects information on admissions, discharges, deaths and the number of beds occupied at 12 midnight on each day of the month and is also a monthly return form. These statistics are then summarized every quarter and various indicators, which are essential for the centre's administration, are calculated. These are:

(a) **Bed occupancy:** A total of beds occupied.

(b) **In-patient daily average:** The daily average number of patients occupying beds i.e.

$$\frac{\text{Bed Occupancy}}{\text{No. of days in the period}}$$

(c) **Average stay:** The average number of days the patient occupied a bed i.e.

$$\frac{\text{Bed Occupancy}}{\text{Deaths and discharges}}$$

(d) **Turnover factor:** The average number of patients treated per bed during the period i.e.

$$\frac{\text{Deaths and discharges}}{\text{Bed Establishment}}$$

(e) **Turnover interval:** The average number of days a bed lies vacant between successive patients i.e.

$$\frac{\text{No. of days in period} \times \text{Bed establishment} - \text{Bed occupancy}}{\text{Deaths and discharges}}$$

(f) **Percentage occupancy:** A total of the beds occupied shown as a percentage of the total available bed days i.e.

$$\frac{\text{Bed Occupancy} \times 100}{\text{No. of days in period} \times \text{Bed establishment}}$$

Reference Period

Occupational injury statistics contained in this report are for the calendar year 2013. These statistics were collected on the basis of year of occurrence i.e. the statistics pertain to injuries that actually occurred during 2013. The date of occurrence is of fundamental significance from a preventive point of view although it suffers from being hard to define in the case of occupational diseases.

Scope and Coverage of Occupational Injuries

As far as possible, the statistics have been compiled from new claims reported for workers' compensation made under Workers' Compensation scheme of the Statutory Instrument 68 of 1990. The data cover cases classified under occupational injuries and diseases.

It is a fact that Statistics in this publication do not cover all occupational injuries. They possibly underestimate the true extent of the problem for the following reasons: -

- (1) Occupational injuries occurring on a journey to or from work have not been included.

- (2) Occupational injuries to the self-employed are excluded because such workers generally are not covered for workers' compensation.
- (3) Cases, which did not occur at work or were not acknowledged as being work-related injury, are excluded. These exclusions are a result of these types of accidents not being covered as occupational injuries by the statutory instrument.

B2. Pension and Other Benefits

The National Social Security Authority is also responsible for the management of the Pension and Other Benefits Scheme. This scheme was created in response to financial difficulties encountered by a large number of workers and their dependants after a worker's retirement, permanent illness or death. The Government of Zimbabwe found it necessary to create this important scheme in order to safeguard the future well-being of all workers. This scheme is a social insurance scheme designed to provide financial relief to all insured workers and their dependants and was introduced on the 1st of October 1994.

On this scheme both the employee and the employer contribute equal amounts each towards the employee's contribution per month. All employees over the age of 16 and below 65 are to contribute to this scheme, including those working for international organisations, NGOs and expatriates. Employees contribute 3% of their gross insurable earnings per month. Same to the employer also has to contribute 3% of each employee's gross monthly insurable earnings. The two contributions adding up to 6% of the gross monthly insurable earnings of each employee will be paid by the employer to NSSA.

The employer is responsible for deducting the employees' contribution each month from their earnings. These, together with the employer's contributions are then paid to NSSA.

Types of Benefits under this Scheme

1. Retirement Pension – monthly payment made to qualifying contributors. A contributor has to have attained the age of 55 (if one was doing arduous employment e.g. heavy duty truck drivers, mining industries) or 60 years normal retirement or 65 years for late retirement. Should have retired permanently from work and should have contributed for a period of 10 years and more.
2. Retirement Grant – lump sum payment made to a qualifying contributor. Requirements are the same with the Retirement Pension only that the contributor should have contributed for a period of 12 months or more but less than 10 years. This is a once off payment.

3. Invalidity Pension – monthly payment made to contributor who is permanently incapable of work because of illness or injury. To qualify one has to be below 60 years of age, certified permanently incapable of work by a medical doctor and has contributed for at least 12 months, 6 months of which were immediately preceding invalidity.
4. Invalidity Grant – it's the same as the Invalidity Pension with the exception that one has to have contributed for at least 6 months but less than 12 months. It's a once off payment.
5. Survivors Pension – monthly payment to the surviving dependants of a deceased contributor to the scheme. Widower, widow, dependent children, parents and any other dependants of the deceased qualify.
6. Survivors Grant – lump sum payment made to a surviving dependant of the deceased contributor.
7. Funeral Grant – lump sum payment made after the death of the contributor. It's a once off payment.
8. Children's Allowance – monthly payment to children of the deceased below the age of 18 years.

Definitions

- (i) *Active*: refers to companies registered with NSSA which are currently operating
- (ii) *Inactive*: refers to companies registered with NSSA which are currently not operating
- (iii) *New Registration*: refers to companies which registered with NSSA in 2013
- (iv) *Ceased*: refers to companies which were registered with NSSA but have closed operation in 2013
- (v) *Compliance*: refers to those companies making contributions to NSSA

B3. Reliability of Data

Any system, which collects Statistics, is prone to two sources of error, non-sampling error and sampling error.

B4. Non-Sampling Error

Non-sampling error may affect both the numerator and denominator data. This error may occur because of the error in reporting, recording and processing of data. Non-sampling error occur as a result of the following:

- (i) Deficiencies in forms used to collect data.
- (ii) Incorrect recording (in this case) by the employer or processing personnel
- (iii) Inaccurate coding
- (iv) Omitted cases
- (v) Errors in the data entry, editing and processing

It is difficult to measure the size of non-sampling error. Their size may vary from collection to collection and even within a collection from data item to data item. Nevertheless, the statistics office attempts to minimise as far as possible, non-sampling error through various means, for example, editing data for accuracy, consistency and comparability.

B5. Sampling Error

We do not expect data in this publication to be subject to sampling error. The denominator used in the calculation of rates is based on the entire population i.e. the insured labour force. The sampling error is a measure of the variability that occurs by chance because a sample, rather than the entire population is surveyed. One measure of the likely difference is given by standard error, which indicates the extent to which an estimate might have varied by chance because a sample was selected.

B6. Confidentiality

All information has been published in strict confidence. Information on individual employers and employees is protected through the aggregation of data – no names are published.

Appendix C: Coding Procedures

C1. Occupational Classification

00 Professional Technical and Related Workers

- 1000 Electrician
- 1001 Engineers, Mechanics, Fitter & Turner
- 1002 Surveyors, Architects
- 1003 Doctors, Nurses Medical Laboratory workers
- 1004 Sportsmen, Artists
- 1005 Other N.E.C. Plumbers, Lawyers, Broiler Maker

10 Administrative and Managerial Workers

- 1006 Managers
- 1007 Administrative Officer
- 1008 Other N.E.C.

20 Clerical and Related Workers

- 1009 Clerks
- 1010 Clerical Supervisors
- 1011 Other N.E.C. Typist, Secretaries

30 Sales Workers

- 1012 Sales supervisors
- 1013 Sales buyers and representatives
- 1014 Salesman, Shop assistants
- 1015 Sales workers N.E.C.

40 Service Workers

- 1016 Domestic Workers
- 1017 Cashiers, Waiters cooks and related workers, barmen
- 1018 Building caretakers, Cleaners & related workers
- 1019 Messengers, postmen and related workers
- 1020 Protective service workers (Security Guards)
- 1021 Sewarmen
- 1022 Service workers N.E.C. GMB, Workers I.C number 6122

50 Agricultural Animal Husbandry, Forestry Worker

- 1023 Farm managers and supervisors
- 1024 Tractor drivers
- 1025 Animal handlers
- 1026 General workers
- 1027 Forestry workers
- 1028 Fishermen hunters
- 1029 Casual workers
- 1030 Sugar-cane cutters
- 1031 Other N.E.C.

60 Mining and Quarrying Workers

- 1032 Mining supervisors/foreman, gang leaders
- 1033 Drill and Jack-hammer operators
- 1034 Timbermen
- 1035 Trammer, bellmen, winch operator
- 1036 Lashers
- 1037 Quarrymen
- 1038 Other

70 Production and Related Workers

- 1039 Manufacturing machinery operators
- 1040 Production supervisors
- 1041 Machine tool operators/toolmaker
- 1042 General Workers
- 1043 Painters, Floor layers, Ceiling plasterers
- 1044 Packers and Labellers
- 1045 Butchers
- 1046 Welders, Panel beaters
- 1047 Bricklayers
- 1048 Metal foundry workers

- 1049 Ceramic industry workers
- 1050 Sandblasters
- 1051 Abattoir workers (slaughter)
- 1052 Other N.E.C. (Carpenter)

80 Transport and Equipment Operators

- 1053 Drivers, vehicle, train except farm tractors
- 1054 Operators of forklifts, cranes, elevators
- 1055 Other transport equipment operators
- 1056 General workers

90 Workers N.E.C.

- 1057 Construction workers
- 1058 ZESA, PTC workers

C2. Place of Occurrence

- 01 Fields, bushes, forests, gardens, sports grounds and related places
- 02 Public roads and streets including railway lines
- 03 Private roads and streets
- 04 Water ways, dams and related places
- 05 Airfields, airports and air routes
- 06 Inside buildings, living or working places
- 07 Fenced areas, yards, boarding, loading and related places
- 08 Warehouse workshops, factories, foundries, brickfield any production places
- 09 Building and constructing sites including roads, bridges and electric lines
- 10 Queries and surface operations
- 11 Underground operations including rail track
- 12 Unspecified

C3. Activity of Workman

- 11 Laying or sitting down position
- 12 Standing or kneeling position
- 13 Walking or stepping up or down
- 14 Climbing or crawling or boarding
- 15 Running or any rapid movements
- 16 In any means of transport as passenger
- 17 In a lift or related machine as a passenger
- 18 Falling from moving objects

Manual Work

- 19 With or without hand tools
- 20 Handling, loading, lifting or carrying
- 21 Pushing, pulling or throwing
- 22 On scaffolds, ladders, walls etc.

Operating or Driving

- 24 Road transport or movable equipment
- 25 Non - motorized road transport or equipment
- 26 Surface rail transport or equipment
- 27 Underground transport or equipment
- 28 Air transport or equipment
- 29 Water transport or equipment
- 30 Operating machinery or equipment
- 31 Adjusting or repairing plant, machinery or equipment
- 32 Lack of data

C4. Occupational Injuries According to Agency of Accident

Machines

11 Prime Movers except Electrical Motors

- 1000 Steam engines
- 1001 Internal Combustion engines
- 1002 Other

12 Transmission Machinery

- 1003 Transmission shafts
- 1004 Transmission belts, cables, pulleys, pinions, gears
- 1005 Conveyor belts
- 1006 Other

13 Metal Working Machines

- 1007 Power presses
- 1008 Lathes
- 1009 Milling machines
- 1010 Abrasive wheels
- 1011 Mechanical shears, slitters, cutters
- 1012 Forging machines, casting
- 1013 Rolling mills
- 1014 Other

14 Wood and Assimilated Machines

- 1015 Circular saws
- 1016 Other saws
- 1017 Moulding machines
- 1018 Overhead machines
- 1019 Other

15 Agricultural Machines

- 1020 Reapers, including combines reapers
- 1021 Threshers
- 1022 Other

16 Mining Machinery

- 1023 Under-cutters
- 1024 Other

17 Other Machines N.E.C.

- 1025 Earthmoving machines, excavating and scrapping machines except means of transport
- 1026 (No code)
- 1027 Spinning, weaving and other textile machines
- 1028 Machines for manufacture of food stuffs beverages
- 1029 Machines for the manufacture of paper
- 1030 Machines for printing
- 1031 Packing and wrapping machines
- 1032 Office machines
- 1033 Other

Equipment

18 Lifting Machines and Appliances

- 1034 Cranes
- 1035 Lifts and Elevators
- 1036 Winches (skip)
- 1037 Pulley blocks
- 1038 Forklifts
- 1039 Jacks
- 1040 Others

19 Pressure Vessels

- 1041 Boilers
- 1042 Pressurised containers
- 1043 Pressurised piping and containers
- 1044 Gas cylinders
- 1045 Caissons diving equipment
- 1046 Compressor
- 1047 Other

20 Furnaces Ovens and Kilns

- 1048 Blast furnaces
- 1049 Refining furnaces
- 1050 Other furnaces
- 1051 Kilns
- 1052 Ovens

21 Electrical Installations Including Electrical Motors

- 1053 Rotating machines, motors
- 1054 Conductors
- 1055 Transformers
- 1056 Control apparatus (switches, fuses)
- 1057 Refrigerating plants
- 1058 Others

22 Other Equipment N E C

- 1059 Other

Tools

23 Electric Hand Tools

- 1060 Grinder
- 1061 Sandblaster
- 1062 Saws
- 1063 Welding tools, soldering irons
- 1064 Jackhammer
- 1065 Electric drill

24 Hand Tools Not Power Driver

- 1066 Hatchet
- 1067 Axe
- 1068 Hoe
- 1069 Saw
- 1070 Hammer
- 1071 Other
- 1072 Picks
- 1073 Crowbar
- 1074 Shovel
- 1075 Chisel
- 1076 Knifes
- 1077 Pliers
- 1078 Screwdriver
- 1079 Rake
- 1080 Hand hooks

25 Power Drive Hand Tools (Pneumatic)

- 1081 Air hose
- 1082 Air power grinder
- 1083 Riveting guns
- 1084 Jackhammer
- 1085 An operated nail
- 1086 Staplers

26 Ladders Mobile Ramps

1087 Ladders

1088 Mobile ramps

27 Other N E C

1089 Other

Means of Transport

28 Means of Rail Transport

1090 Inter-urban railways

1091 Rail transport in mines, tunnels

1092 Rail transport in industrial establishment quarries

1093 Others

1094 Coco pan

29 Other Wheeled Means of Transport

1095 Tractors

1096 Trailers

1097 Lorries

1098 Trucks, buses

1099 Motor-cycle

1100 Bicycle

1101 Motor vehicle N.E.C

1102 Animal drawn vehicles

1103 Hand drawn vehicles (wheel-barrow, trolley)

1104 Other

30 Means of Air Transport

1105 Passenger

1106 Cargo

31 Means of Water Transport

1107 Motorised means of transport

1108 Non-motorised means of water transport

32 Other Means of Transport

1109 Cable cars

1110 Mechanical conveyors except cable cars

1111 Other

Materials and Substances

33 Chemical Stress Factors (1)

1112 Asbestos and silica dust

1113 Vegetable dust (Cotton, grain)

1114 Acids (Hydrofluoric, sulphuric, nitric, phosphoric, hydrofluoric)

1115 Alkalis (calcium hydroxide, sodium hydroxide, caustic soda)

1116 Ammonia and compounds (ammonia hydroxide, anhydrous ammonia)

1117 Aromatic compounds (benzol, toluence, phenol, carbolic acid, xylenes)

1118 Alcohols (glycol, methanol and freeze)

1119 Carbon dioxide, carbon monoxide

1120 Chlorine and compounds (bleach, methyl chloride, trichloroethylene)

1121 Formaldehyde and other aldehydes

1122 Agrochemicals (insecticides, herbicide, fungicide, malathion)

1123 Glue adhesive, paste

1124 Paint, lacquer, shellac, varnish

1125 Plastics, resins, (polymer, urethane, cyanate, silicone resin)

1126 Solvents and degreasers (paint thinner, paint remover and turpentine)

- 1127 Soaps, detergents, cleaning compounds N.E.C
- 1128 Cement
- 1129 Derivatives of coal and petroleum (tar, asphalt pitch)
- 1130 Mineral oils and cutting fluids
- 1131 Explosives
- 1132 Lead and compounds
- 1133 Zinc and compounds
- 1134 Mercury and compounds
- 1135 Manganese and compounds
- 1136 Phosphorous and compound, fertilisers
- 1137 Arsenic and compounds
- 1138 Benzene and homologue
- 1139 Carbon bisulfide
- 1140 Nickel and compounds
- 1141 Cadmium and compounds
- 1142 Cobalt and compounds
- 1143 Chromium and compounds
- 1144 Nitrous fumes
- 1145 Other substances causing scheduled diseases

34 Other Substances, Materials and Objects N.E.C

- 1146 Agricultural materials
- 1147 Mining materials
- 1148 Other industrial materials

Working Environment

35 Physical Stress Factors

- 1149 Hot temperature
- 1150 Noise
- 1151 Vibration
- 1152 Pressure
- 1153 Non-ionizing radiation

- 1154 Ionising radiation
- 1155 Electricity
- 1156 Lightining
- 1157 Fire

36 Biological Stress Factors

- 1158 Fungi
- 1159 Bacteria
- 1160 Virus
- 1161 Parasitic worms

37 Ergonomical Stress Factors

- 1162 Repetitive motion
- 1163 Lifting, pulling, pushing heavy loads
- 1164 Awkward body position
- 1165 Control layout
- 1166 Other

38 Working Surfaces and Obstacles Outdoor

- 1167 Fields, ranches, plantations
- 1168 Mines surface
- 1169 Buildings and structures (walls, fences, gates and windows)
- 1170 Excavations, trenches
- 1171 Scaffolding
- 1172 Walkways, paths, sidewalks, parking area
- 1173 Water
- 1174 Working surfaces N.E.C

39 Working Surfaces and Obstacles (Indoor)

- 1175 Floors (slippery, rough etc.)

- 1176 Confined quarters
- 1177 Stairs, steps
- 1178 Roofs
- 1179 Other working surfaces N.E.C

40 Working Surfaces and Obstacles (Underground)

- 1180 Working faces of mines, tunnels
- 1181 Mines shafts
- 1182 Floors of mine, road and tunnels
- 1183 Fire Water
- 1184 Other

41 Other Agencies

- 1185 Live animals
- 1186 Animal products
- 1187 Insects and reptiles
- 1188 Plants
- 1189 Persons
- 1190 Other
- 1191 Not classified for lack of data

C5. Type of Accident

Falls of Persons

- 1011 On the same level
- 1012 From height e.g. scaffold, platform ladders etc.
- 1013 From steps, stairs etc.
- 1014 From moving objects (not road accident)
- 1015 From piled materials
- 1016 From buildings
- 1017 Into ditches, trenches, wells etc.

Falls of Materials or Objects

- 1021 Collapse of building, structures, excavation etc.
- 1022 Collapse of materials pills of goods etc.
- 1023 Collapse or fall of platform, lift or scaffold etc.
- 1024 Falls of objects during handling
- 1025 Falls of objects from heights
- 1026 Falls of objects in transport

Contact with

- 1031 Struck against a stationery object
- 1032 Collision with, struck by sliding or slipping objects
- 1033 Contact with (in motion, circulating, vibrating, revolving, swinging)
- 1034 Contact with sharp object (stepping or self inflicted wounds)
- 1035 Struck by flying particles or fragments

Caught in or Between

- 1041 One object moving
- 1042 Both objects moving
- 1043 In machinery (slipping, falling) unguarded
- 1044 In machinery when removing (when in motion)
- 1045 When starting machinery
- 1046 Clothing caught in machinery
- 1047 When lifting objects

Overexertion

- 1051 When lifting heavy objects
- 1052 When pushing heavy objects
- 1053 When handling
- 1054 Due to wrong posture or movement

Exposure to

- 1061 Hot materials or objects
- 1062 Cold materials or objects
- 1063 Hot weather conditions
- 1064 Cold weather conditions
- 1065 Excessive noise
- 1066 Bacteria or virus
- 1067 Radiation including arc eyes

Contact with

- 1071 Electric current
- 1072 Lightening
- 1073 Fire
- 1074 Ingestion of harmful substances
- 1075 Absorption of harmful substances
- 1076 Effects of chemicals to the body

Explosives

- 1081 Detonation or blasting of explosives
- 1082 Ignition due to rapid heating or cooling of substances
- 1083 Burst of pressured containers, bottles, boilers and cylinders
- 1084 Due to material fatigue (by vibration etc.)
- 1085 Firearm accident (without hostile intention)

Environment and Others

- 1091 Inhalation of harmful or poisonous substances
- 1092 Drowning or asphyxia
- 1093 Effects of ventilation or lighting etc.
- 1094 Diseases (Pneumoconiosis, Dermatitis)
- 1095 Act of violence (persons)
- 1096 Act of violence (animals)
- 1097 Act of violence (reptiles and insects)
- Fare back (materials)

Traffic and Non Traffic Accidents

- 1100 Motor vehicle/ Road accident, from moving vehicles
- 1101 Motorcycle/Road accident
- 1102 Bicycle /Road accident
- 1103 Tractors/Road accident
- 1104 Power motivated transport (not road accident)
- 1105 Non power motivated (not road accident)
- 1106 Struck by or body part (not road accident)

Others

- 1108 Article damaged (spectacles)
- 1109 Lack of information
- 1110 Machinery, tools etc. damaged

C6. Unsafe Factor

This is the violation of accepted rules and regulations that could have been guarded against or followed.

- 1001 Physical or mental approach of the injured workman
- 1002 Not using protective clothes or devices required
- 1003 Wearing wrong or dangerous type of garment loose tie
- 1004 Error of judgement, wrong position, posture (weight or distance)

- 1005 Faulty equipment or lack of equipment
- 1006 Removing guards, using wrong tools (body parts)
- 1007 Dangerous environmental conditions
- 1008 Lack of supervision or proper selection of workman
- 1009 Act of person in defiance of regulations (concerning others)
- 1010 Causes beyond human control, occupational risks

C7. Body Part

Eyeball, Orbit and Optic Nerve

- 1011 One eye
- 1012 Two eyes

Head and Neck

- 1015 Scalp and cranium (head)
- 1016 Temple (forehead)
- 1017 Nose
- 1018 Ear
- 1019 Mouth, lips
- 1020 Teeth
- 1021 Tongue
- 1022 Chin
- 1023 Cheeks, face
- 1024 Brains internal
- 1025 Head and multiple
- 1026 Cervical Vertebrae (neck)
- 1027 Neck
- 1028 Unspecified

Trunk

- 1031 Back, spinal column and adjoining muscles
- 1032 Chest, ribs, internal organs, sternum
- 1033 Abdomen, internal organs

- 1034 Pelvis, buttocks coccyx
- 1035 Genital organs
- 1036 Multiple locations
- 1037 Unspecified

Upper Limbs

- 1041 Shoulder, including clavicle and blade
- 1042 Upper arm
- 1043 Elbow
- 1044 Forearm
- 1045 Wrist
- 1046 Hand
- 1047 Multiple one limb
- 1048 Multiple both limbs
- 1049 Unspecified

Fingers

- 1050 Unspecified
- 1051 Thumb
- 1052 Index
- 1053 Middle
- 1054 Ring
- 1055 Little
- 1056 2 or more fingers one hand
- 1057 2 or more fingers both hands
- 1058 Thumb and fingers
- 1059 Metacarpal and fingers
- 1060 Both limbs

Lower Limbs

- 1061 Hip
- 1062 Thigh

- 1063 Knee
- 1064 Shin (leg)
- 1065 Ankle
- 1066 Foot
- 1067 Toes
- 1068 Multiple one limb
- 1069 Multiple both limbs
- 1070 Unspecified

Multiple Injuries

In case of serious injuries, where more than one body part is affected, location for coding must be chosen in accordance with the severity of injury i.e. for which a permanent disability was assessed or the most prolonged treatment applied. Only in cases where injuries are of equal severity multiple code numbers may be used.

- 1071 Head and trunk or limbs
- 1072 Trunk and upper limbs
- 1073 Trunk and lower limbs
- 1074 Lower and upper limbs
- 1075 Other multiple locations

General

- 1081 Circulatory system
- 1082 Respiratory system
- 1083 Digestive system
- 1084 Nervous system
- 1085 Unspecified body part
- 1086 Properties/Articles
- 1087 Spectacles
- 1088 Hearing system

C8. Nature of Injury

Diseases

- 1011 Dermatitis
- 1012 Tuberculosis
- 1013 Pneumoconiosis
- 1014 Others
- 1015 Effects of radiation, X-rays etc.
- 1016 Effects of weather
- 1017 Electric current, lightning and fire
- 1018 Poisoning, infection, indigestion, inhalation etc.
- 1019 Asphyxiation, drowning or strangulation
- 1020 Bites
- 1021 Cuts, abrasions, bruises, lacerations
- 1022 Contusions, crushings, blisters, haematoma, swellings
- 1023 Burns from objects, radiation, chemicals etc.
- 1024 Arc eyes
- 1025 Foreign bodies, fragments or particles

Fractures and Dislocations

- 1026 Strains, sprains
- 1027 Gun wounds
- 1028 Dental injury
- 1029 Concussion
- 1030 Paralysis
- 1031 Dislocations
- 1032 Stress
- 1033 Fractures

Loss of Organs or Functions

- 1041 Amputation
- 1042 Loss of sight
- 1043 Loss of hearing
- 1044 Loss of feeling

- 1045 Multiple injuries
- 1046 No injury to body part but articles
- 1047 Lack of data
- 1048 Loss of teeth
- 1049 Unspecified
- 1050 Fatal

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